Artful Engagement: Telling the Impact Story of the Creative Community Leadership Institute (CCLI)

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THE CREATIVE COMMUNITY LEADERSHIP INSTITUTE
AN INTERSECTION...
IN ONE MINUTE …

WHAT IS AN INTERSECTION FROM YOUR LIFE THAT HAS INFORMED WHO YOU ARE AND LED TO YOU BEING IN THIS ROOM TODAY?
OUR MISSION

INTERMEDIA ARTS IS A CATALYST THAT BUILDS UNDERSTANDING AMONG PEOPLE THROUGH ART.

www.IntermediaArts.org
CCLI & New ABCD training for new groups = Amore Capable, Healthy, Equitable COMMUNITY

#local effective ABCD practitioners & New local CCL NETWORK

100 hours CCL curriculum + CCL learning NETWORK

1 select group local creative comm developers

THEORY OF CHANGE
ARTS-BASED COMMUNITY DEVELOPMENT ECOSYSTEM

www.IntermediaArts.org
THE CREATIVE COMMUNITY LEADERSHIP INSTITUTE
PROGRAM STRUCTURE

100 Hours Curriculum

Five Months

Five Two-Day Convenings

Five Community Locations

Intermedia Arts
Art Changes Everything
ARC OF THE JOURNEY

ORIENTATION & SESSION 1

SETTING THE TABLE

Getting to know ourselves in the field of arts-based community development

SESSION 2

POWER DYNAMICS

Navigating diverse perspectives

SESSION 3

PARTNERSHIP STRATEGIES

Working together for effective community change

SESSION 4

SUSTAINABLE IMPACT

Creating conditions for successful ABCD

SESSION 5

TAKING IT HOME

Strengthening networks for ABCD
- Personal Journey
- ABCD Field
- Skills & Tools
- Network
IMPACT EVALUATION QUESTIONS

1. How has the ICCD/CCLI impacted individual participants, their interpersonal relationships, and the communities in which they live and work?

2. What elements of the program have been the most useful, or least useful in promoting arts-based community development?

3. What insights do alumni have about future direction for the program?
METHODS

• Online program impact survey to all alumni
• Social Network Analysis survey
• Ripple Effect Mapping for one cohort
• Depth interviews
ONLINE SURVEY

• 44% response rate
• Qualtrics software
• Rankings of most valuable aspects of program
• Self-assessment of personal leadership growth
• Self-assessment of organizational and community impacts
• Impact heat maps
• Open-ended questions to elicit recommendations
RESPONDENTS

- Professional artists: 61%
- Non-artists: 39%
RANKING OF MOST VALUABLE ASPECTS

1. Development of a robust network of colleagues
   - Top ranked: 47
   - Ranked second: 14.5
   - Ranked third: 7.2
   - Ranked fourth: 9.6
   - Ranked fifth: 10.8
   - Ranked sixth: 10.8

2. Advancing your own leadership journey (i.e., exploring your place and future path in the field of arts-based community development)
   - Top ranked: 28
   - Ranked second: 23.2
   - Ranked third: 20.7
   - Ranked fourth: 9.8
   - Ranked fifth: 2.4
   - Ranked sixth: 15.9

3. Knowledge of the field of arts-based community development
   - Top ranked: 15.7
   - Ranked second: 12
   - Ranked third: 21.7
   - Ranked fourth: 16.9
   - Ranked fifth: 14.5
   - Ranked sixth: 19.3

4. Using arts-based approaches for communication and learning
   - Top ranked: 7.2
   - Ranked second: 20.5
   - Ranked third: 20.5
   - Ranked fourth: 18.1
   - Ranked fifth: 22.9
   - Ranked sixth: 10.8

5. Skills and tools for developing and sustaining productive partnerships
   - Top ranked: 2.4
   - Ranked second: 15.7
   - Ranked third: 14.5
   - Ranked fourth: 22.9
   - Ranked fifth: 19.3
   - Ranked sixth: 25.3

6. Strategies for advancing community discourse and organizing
   - Top ranked: 0
   - Ranked second: 13.3
   - Ranked third: 15.7
   - Ranked fourth: 22.9
   - Ranked fifth: 30.1
   - Ranked sixth: 18.1
Heatmap – Minneapolis-Saint Paul
SOCIAL NETWORK ANALYSIS (SNA)

SNA is the mapping and measuring of relationships and flows between people or groups.

The diagrams help us ask:

- Who are the connectors, mavens, leaders?
- Where are the clusters and who is in them?
- Who is in the core of the network, and who is on the periphery?
SNA SURVEY RESULTS

72 people completed the survey out of 195 total participants
  • response rate = 37%

2,610 unique connections reported
2002 Cohort

(The larger the square, the more connected is the person)
2002-2003 Cohorts

(2003 cohort added – light blue)
2002-2004 Cohorts
(2004 cohort added – yellow)
2002-2006 Cohorts
(2006 cohort added -- green)
2002-2010 Cohorts
(2010 cohort added – magenta)
2002-2011 Cohorts

(2011 cohort added – purple)
2002-2012 Cohorts

(2012 cohort in Fargo-Moorhead added – dark blue)

Important connector
2002-2013
(2013 cohort in Duluth-Superior added – light blue)
2002-2013 Cohorts
(2013 cohort in MSP added – lime green)
2002-2014 Cohorts
(2014 cohort added – teal)
All-alumni Collaboration Network

Core connectors moving forward
RIPPLE EFFECT MAPPING -- 2010 COHORT
RIPPLE EFFECT MAPPING -- 2010 COHORT

For more information on Ripple Effect Mapping: visit
http://blog-ripple-effect-mapping.extension.umn.edu/ or
MOVING FORWARD

NOW WHAT?

Intermedia Arts
THE FUTURE IS NOW

• Unprecedented change
• Inadequate decision-making processes
• Impact of technology
MINNESOTA REALITIES

- Millennials outnumber baby boomers, and 1 in 5 millennials is a person of color.

- The income of millennials age 16-24 in 2012 is over 20 percent lower than the income of baby boomers in that age group in 1980.

- By 2030, there will be only 2.5 working-aged adults, likely with only 2 actually employed in the paid workforce, for every retirement-age Minnesotan.
A need to make progress on

- Identifying the issues
- Working more productively across differences
- Fostering healthier, more capable and more equitable communities
TRANSFORMATIVE IMPACTS

• Individual transformation
• Transformation in City Government
• Transformation in the national and international arenas
ALUMNI SUGGESTIONS

• Support continued connection to the networks developed through CCLI/ICCD, with monthly or quarterly activities/discussions

• Continue support of alumni with further professional development trainings, etc.

• Develop more contacts outside of the art community.

• Have a common space at Intermedia Arts where alumni can meet regularly for in-depth discussion/catch-up.

• Create funding and fundraising opportunities.
ALUMNI SUGGESTIONS

• Have a mentorship program, for example an “Arts Buddy” Program.

• Update and diversify program contents, connecting to participants' needs and backgrounds.

• Develop newsletter or website with stories and profiles of alumni and their work.

• Have neighborhood based cohorts.
MANAGING TENSIONS BETWEEN

formal structures ← → required outcomes ← → discovery process driven by participants

Scale ← → resources ← → capacity
CRITICAL QUESTIONS

• What kind of infrastructure can be developed and sustained?

• How can the program distinguish between skills and information:
  ➢ best shared by participants
  ➢ best delivered through the program curriculum?

• How can the program define and unleash the knowledge and skills of CCLI participants?

• How can CCLI develop resources?
RECOMMENDATIONS

- Develop a flexible program infrastructure.
- Create opportunities for participants.
- Explore new business models.
- Develop a plan for promoting and marketing the program.
Q & A

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