



Capacity Building Workshop:

The Role of Community
Leadership & Accountability in
Coalition Effectiveness

Workshop Presenters



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United for a New
Economy**

Workshop Agenda

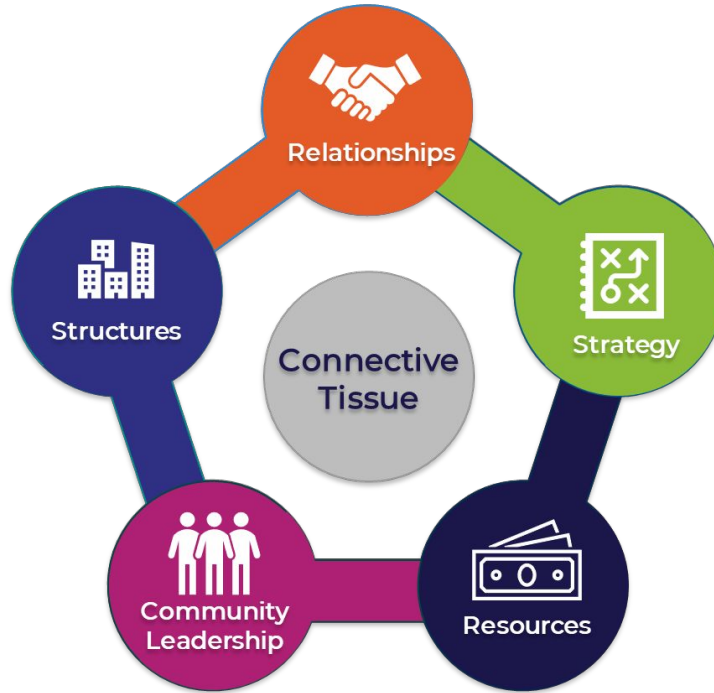
10 min	Welcome, Framing, Goals and Agenda Overview
35 min	Key Learnings #1-2 • Theory & Practice: GRS and COHFA present what Community Leadership & Accountability means and why it matters • Application: Individual Reflection
35 min	Key Learning #3 • Theory & Practice: GRS and COHFA present findings on how to implement Community Leadership & Accountability • Application: Individual Reflection & Small Group Discussion
10 min	Q&A

1. What does Community Leadership & Accountability mean? Who is “community”?

Health Equity Advocacy Ecosystem Study

- Commissioned by the **Colorado Health Foundation**
- Conducted by **Katie Fox and Phoebe Bui**
- Mixed-methods case studies of **three ecosystems** in Colorado:
 - Denver Tenants Ecosystem
 - LGBTQ+ Youth Ecosystem
 - Western Slope Immigration Ecosystem

Connective Tissue Framework



What does Community Leadership and Accountability mean?

Community Leadership and Accountability is all the norms, practices, and leadership that ensures ecosystems are led by and accountable to the communities most impacted by the issues they address.

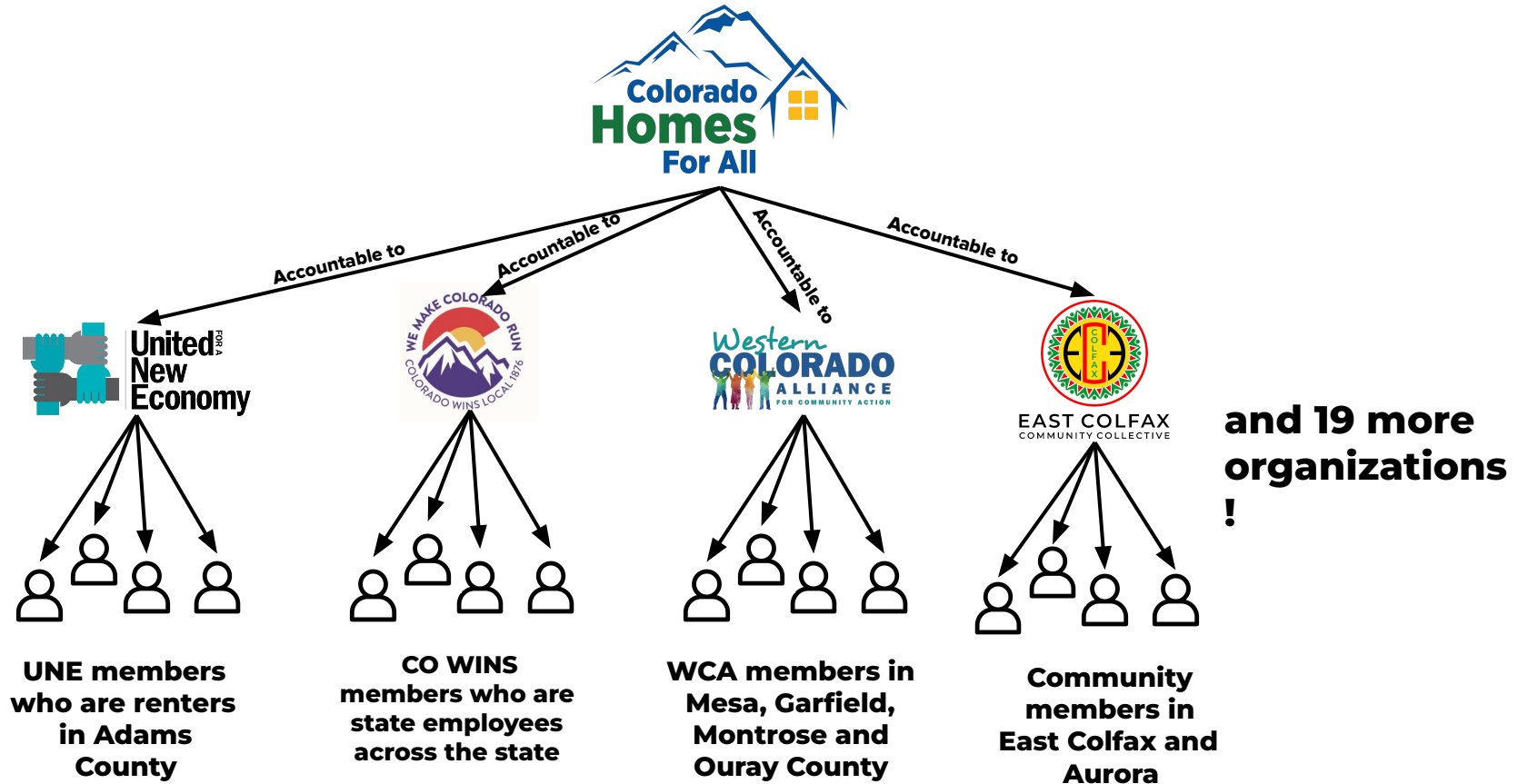
This connective tissue addresses who holds power in the ecosystem and whose needs and interests drive ecosystem priorities.

Community Leadership & Accountability in Practice

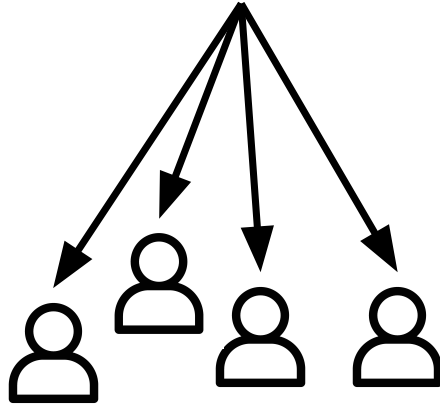
Foundational values in the CO Homes for All's (COHFA) Memorandum of Understanding (MOU):

“The COHFA Steering Committee believes that women of color, grassroots voices, and diversity in coalition members, resources, and messengers make us stronger and that the manner in which legislation is passed is just as important as the policy win itself.”

Flow of Accountability in COHFA



Accountability Case Study



**WCA members in Mesa,
Garfield, Montrose and
Ouray County**

Recruitment based on self-interest

- Recruitment based on what individuals care about/the issues affecting their lives

Responsibility for leadership development

- Trainings that equip community members to take action on their own behalf

Decision making power

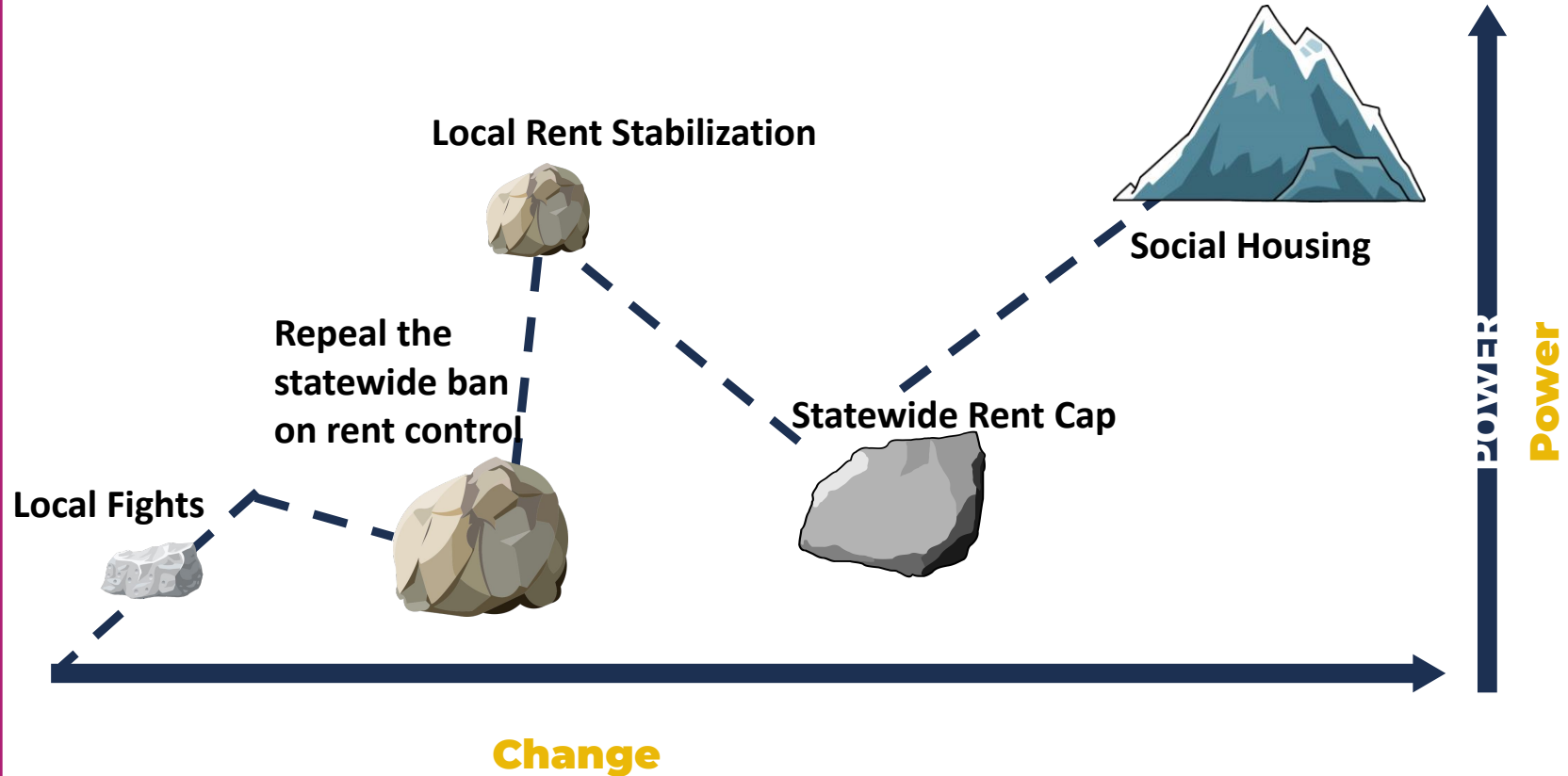
- Members make decisions on campaigns, sit on organizational decision making structures, boards, etc.

2. Why does Community Leadership and Accountability matter?

Why does Community Leadership and Accountability matter?

- **Ethical Argument:** When Community Leadership & Accountability is absent, the ecosystem's priorities may exclude or deprioritize the needs of the communities it seeks to serve, or actively harm those communities.
- **Strategic Argument:** When Community Leadership & Accountability is present, it makes for better policy and helps campaigns win.

COHFA's Long-term Agenda



For Cause Eviction polling

- Renters who pay what they owe, follow their lease terms, and haven't broken the law should be protected from unfair eviction or losing their home for no reason.

**Together,
We Can Win**



Application

Application

Take ~5 minutes to reflect on the following questions:

- ***Define Community:*** How would I define or describe the “community” my organization and/or coalition should be accountable to? (Issue area focus, geography, identity group, other organizations, etc.)
- ***Define Community Leadership & Accountability:*** What does Community Leadership & Accountability look like or mean to me/my organization/my coalition?

3. How do you implement Community Leadership & Accountability?

Implementing Community Leadership & Accountability is a joint responsibility.

For Funders:

- **Redistribute and allocate more significant resources to community-led actors.**
- **Establish incentives and accountability mechanisms** that encourage and push actors to be led by and accountable to communities.

For Organizations:

- **Shore up staffing and stabilizing operations and funding to** build the capacity of community-led organizations and community leaders to lead ecosystems.
- **Create leadership development opportunities,** such as programs and trainings, mentorship, and incubation or fiscal sponsorship opportunities.

COHFA Coalition Structure

Coalition Co-Chairs:
Carmen (UNE) & Cesiah (9to5)

Steering Committee



Organizing Subcommittee

Co-Chairs:

Brizai (Metro Caring) & Emily (EC3)



General Coalition Members

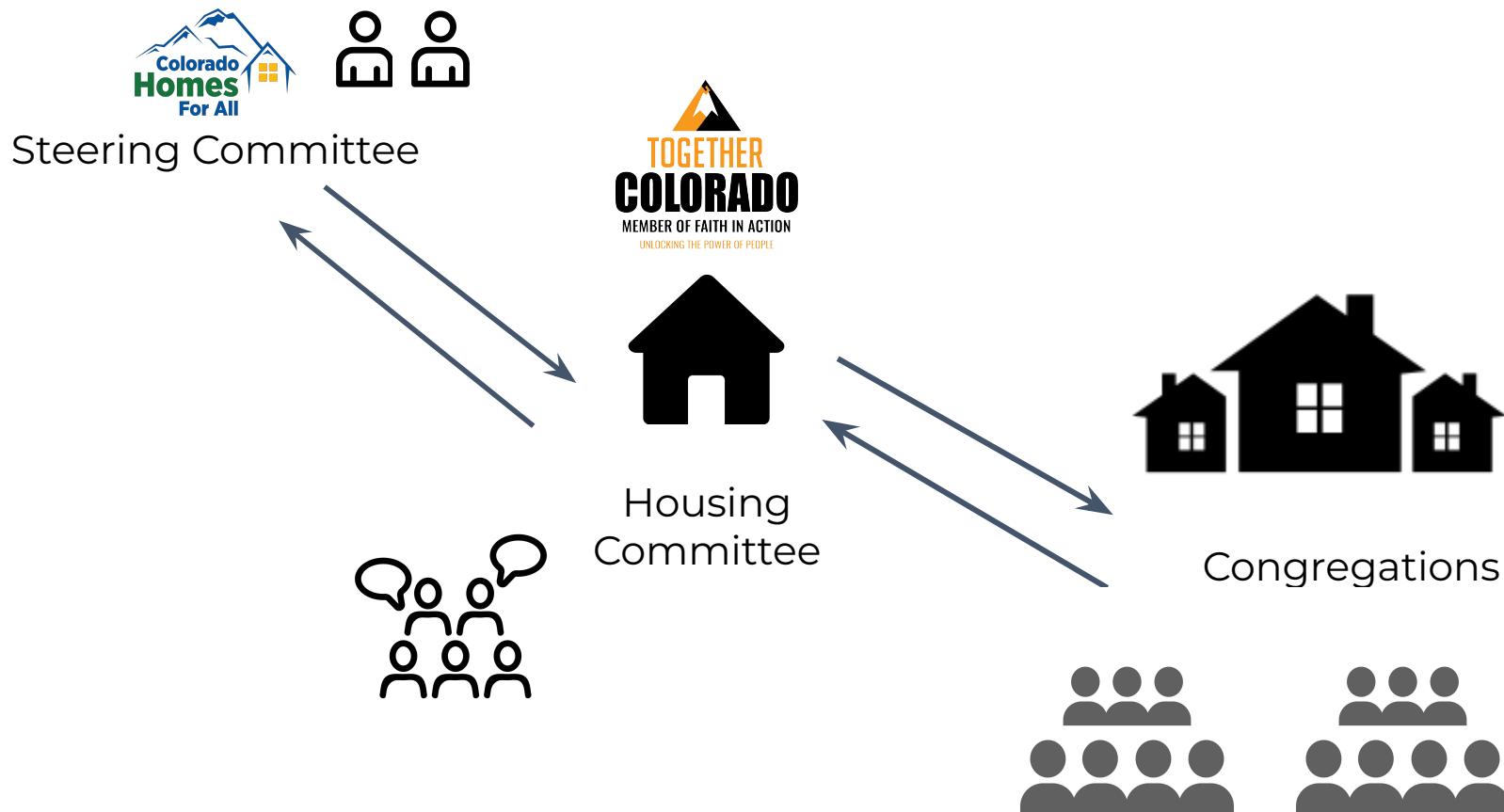
20+ organizations

Communications & Narrative Subcommittee

Co-Chairs:
Desi (UNE) &
Isabel (WFP)



Feedback Loop Example



Application

Application

Individual Reflection (5 min): What ideas has this conversation generated for you about how you can concretely build systems or infrastructure to be accountable to “my community” from your individual reflection?

Small Group Discussion (15 min): At your table of 4 people, share out your individual reflections.

Q&A

Contact for Questions/Discussion

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- Phoebe Bui, phoebe.bui@gmail.com