East5ide Unified/Unido Anchor Action Team Member Self-Assessment

As the Anchor Action Team works to advance policy and practice change to increase economic assets and improve social cohesion in East Denver, we are collecting information via this self-assessment to help determine next steps for our group. This self-assessment can be completed by one or more members of your organization and asks about current thinking, practices and policies around an Anchor Mission. This survey should take about less than 10 minutes to complete.

For the purpose of this survey, please use these definitions when thinking about your institution/organization and what an anchor mission means.

The Anchor Mission: A commitment to consciously apply the long-term, place-based economic power of the institution, in combination with its human and intellectual resources, to deliberately create more economic opportunity to better the long-term welfare of the communities in which the institution is anchored.

Institution/organization: the building and/or system (the museum, hospital, university, service center, etc.) where you work

1. What type of position do you have at your organization?

* Member of the executive team (c-suite)
* Senior manager
* Middle manager
* First line manager/Supervisor
* Staff (not a manager or supervisor)

1. Name of your institution/organization: (optional)

General Anchor Questions

1. Has your institution/organization leadership discussed the meaning of the Anchor Mission as described above (applying resources to better the long-term welfare of the community)?

Yes/no/don’t know

1. Has leadership in your institution/organization discussed what the critical and pressing socio/economic issues are in the neighborhood/city where you are located?

Yes, No, Don’t know

1. Are you aware of or has your group conducted a recent community needs assessment for the neighborhood/city or area you are located?

Yes, No, Don’t know

1. How committed is the institution to invest significant resources of time and labor in community building?

Very committed, somewhat committed, not committed at this time

1. Has an internal assessment to assess capacity to implement an anchor mission and strategies been completed? Yes, No, Don’t know
   1. If no or don’t know, Are there resources (people, time and/or money) available for an internal needs/resource assessment?
2. Does your institution/organization know what impacts/outcomes are targeted for achievement by local neighborhood groups or community-based organizations?

Yes, Somewhat, No, Don’t know

* 1. If yes, Do institutional goals and those of the neighborhood overlap?

Yes, somewhat, no, don’t know

1. Does your institution/organization have any existing plans or proposals on Anchor mission strategies?

Yes, no, don’t know

* 1. If yes, what types of plans?

1. Below is a list of common Anchor mission strategies, please check where your institution is in regards to working on these types of strategies.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| What stage is your institution/organization at in respect to the following Anchor strategies? | Haven’t thought much about it | Learning more about it | Researching it/ reviewing internal data and policies | Planning: Discussing next steps to implement | Implementing plans – working on it | Standard practice (fully adopted) |
| **Human Resources**  Hiring residents from within the community  Developing local talent from through training programs or partnerships |  |  |  |  |  |  |
| **Purchasing/Procurement**  Procurement of goods or services from:  Local businesses or contractors  Minority owned businesses  Woman owned businesses |  |  |  |  |  |  |
| **Investment**  Investing in the community through:  Funding community programs  Funding community organizations  Funding community owned businesses  Funding community health/safety projects (parks, street lights, etc) |  |  |  |  |  |  |
| **Community engagement/involvement**  Engaging community members  Assigning staff to work in the community (community outreach)  Formal program for staff volunteering in community  Allowing staff to volunteer (self organized) on work time |  |  |  |  |  |  |
| **Adopting Family Friendly Employment policies:**  Paid family leave  Paid care giver leave  Visitor breast feeding accommodation  Employee breast feeding accommodation  Providing a living wage to all employees |  |  |  |  |  |  |
| Plan capital projects to hire local labor |  |  |  |  |  |  |
| Adopting an Anchor Mission |  |  |  |  |  |  |
| Sharing resources with the community (e.g., space, $, shared positions, etc) |  |  |  |  |  |  |

1. Research has shown that many Anchor Institutions have the following principles or structures in place to successfully implement their anchor mission. Please check which of these principles, if any, are operating in your institution (check all that apply).

* embeds community engagement principles across the institution;
* a clear strategic plan for institutionalizing and implementing an anchor mission;
* a restructuring of incentives to reward anchor mission activities;
* a designated office or staff position to manage anchor activities;
* a defined advisory body involving all partners;
* a clear understanding that anchor work must be in the broad mutual interest of both the institution and the community.

1. What would you like to know about more about in regards to adopting an anchor mission or anchor strategies?
2. How can this group be most helpful to you and your Institution/organization in advancing anchor work?
3. Is there anything else would you like to tell us?