ACCOUNTABILITY
- Who is your community?
- How are you accountable to your community? To whom exactly?
- What shared power do they have within your community?
- What power do they have within your organization?
  - Why or why not?
- What does accountability really look like?
- How are you responsible to communicate what you are doing? To change what you are doing? When?

CONNECTIVITY
- Are you a collaborator?
- Are you building up in partnership with others? Are you building together?
- Do you honor process? Are you open to how the community moves?
- Are you sharing the power and privilege that your organization might collect with the community?
  - How do you know?
- Does your organization’s staff and practices/policies reflect your community?
- Deeper yet, does your organization also reflect your community’s values?

STRUCTURAL EQUITY
- How do you practice collaborative community work?
- How do you show up (listening and otherwise)?
- Are you aware of the power dynamics in your relationships within your community?
- What does agitating your community to shift power look like?
- Is your work in your community steeped in trauma-informed practices?
- Are you holding space? Are you centering the most marginalized?
- Is equity activated in action?
- Does your community trust you?
  - How do you know?

ACCESSIBILITY
- Is the work you are doing truly accessible?
- Who is included? How so?
  - Who isn’t? Why or why not?
- Are those who are marginalized within your community also included?
  - How so? To what extent?
  - When?
  - For whose benefit?

TRANSPARENCY
- Is the work you are doing transparent?
- Do you honor and strengthen practices for open communication and dialogue that travels all ways?
- Do you raise awareness and inquiry around power dynamics?
- Do you accept mistakes and failure, learn through them, and share your learning openly for others to grow, too?
- Do you work to move past comfort and gain clarity about what you don’t know?

This tool was made via a series of conversations amongst the Rootwork Cohort, a program of the National Guild for Community Arts Education that convened from November 2020–April 2021. The Rootwork Cohort was made possible with generous support from The Music Man Foundation and Aroha Philanthropies. Connect to more insights from the Rootwork Cohort regarding practices and indicators for community embeddedness here.