ROOTWORK

THE PILLARS OF
EMBEDDED COMMUNITY PRACTICE

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?
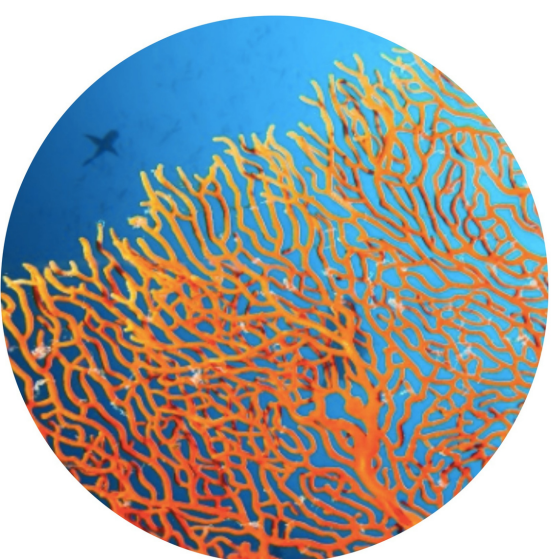
CONNECTIVITY

- 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?
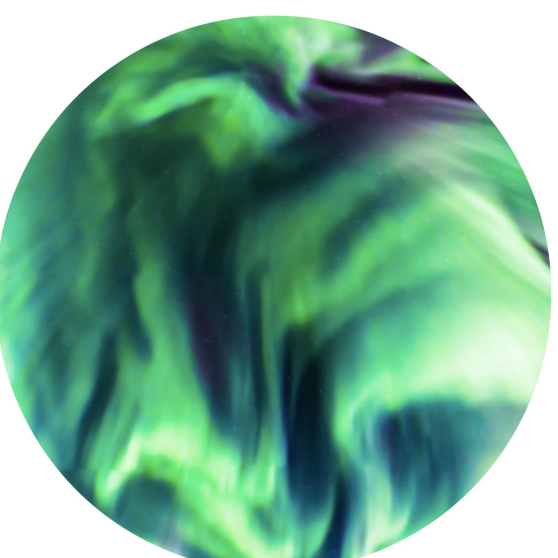
STRUCTURAL EQUITY

- 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?