



Participatory Process Self-Assessment

Our organization/peer program:

	Has systems in place to discover, acknowledge, and use members skills, talents, and gifts.
	Understands the philosophy of participatory process as a means of fostering inclusion, community participation, and civic engagement.
	Sees our role as a learning community, rather than a vehicle for service delivery.
	Uses peers to conduct outreach and community engagement activities.
	Involves peers in all aspects of program design, planning, and implementation.
	Uses peers in day-to-day organizational operations and functioning.
	Conducts organizational business with a high degree of transparency.
	Involves peers in all aspects of program and outcomes evaluation.
	Embraces a collaborative atmosphere, with an emphasis on "bottom up" decision making.
	Has a peer leadership advisory board that informs programming, policies, procedures, and goals.
	Provides opportunities for peers to participate in other decision-making bodies both in and outside the organization (e.g., committees, workgroups, councils, action teams)
	Involves peer input in other organizational decisions, such as strategic planning, grant applications,
	hiring, appointments, program funding, etc.
	Provides opportunities for peers to develop and demonstrate leadership skills in program activities.
	Has leadership tiers, structured to engage peers at various points of entry and promote development, responsibility, and advancement.
	Uses a variety of venues to solicit peer and community input and engagement including town meetings, focus groups, surveys, and listening forums.
	Involves peers in a (continuous quality improvement) process to explore, create, revisit, and revise a peer ethics framework.
	Uses peers to help establish risk management guidelines.
	Looks outside our organization for innovative ideas of participatory practice.

	Has an established practice in which we stop and ask, "Is this something that could be assigned to a peer?"
	Engages community stakeholders in appropriate leadership roles and activities.
	Actively seeks, invites, and utilizes input and participation from diverse groups and communities, including pathways to recovery.
	Fosters a sense of peer belonging to and ownership of the program.
	Has formal processes and protocols in place to obtain input, ideas, and feedback from staff, peers, community members, and stakeholders.
	Uses peers at the beginning of every process and planning activity.
	Approaches any form of conflict with an attitude that is open, direct, honest, compassionate, and constructive.
	Functions in ways that give dignity and status to everyone involved and peers are encouraged to speak out, take risks, and increase their decision-making responsibility.
	Acknowledges and clearly communicates with reason when it is necessary for a decision to be made "top down," rather than through a participatory process.
	Has the means to assess how well participatory process is working and how to make improvements.
	Assembles peers and community members to debriefing activity following any major activity.
	Convenes peers in regularly scheduled sessions to brainstorm ideas for programming, activities, and operations.
	Involves peers in designing and conducting strength-based community assessments.