TIME COMMITMENT

2–8 hours

PEOPLE

- Park organization staff
- Community stakeholders

SUPPLIES

- Existing board of directors bylaws or your organization's charter (for inspiration)
- Programs budget

INTRODUCTION

How can power and decision-making be shared with community members and collaborators?

Centering community power means collaborating and seeking your neighbors' feedback on design, programming, and funding—thus building systems that will strengthen accountability.

This tool will help you plan for ways to share power—an important step in any effort to redress systems of injustice. When community stakeholders are brought into a decision-making process, an organization is laying the groundwork for more inclusivity and impact. Yet, this is easier said than done. Trust must be built and maintained, and this will likely involve repairing lines of communication that were broken long before your organization arrived. To do this, organizations need to make this process transparent and genuine, and commit to sharing power and resources over the long term.

High Line Network | Embedding Equity in Public Space | Tool 10: Share Power
This tool is part of the Community First Toolkit, available at **toolkit.highlinenetwork.org**

HIGH LINE
NETWORK

TIPS FOR USING THIS TOOL

- Consider allocating funds to pay committee members' stipends.
- Listen to what your stakeholders are saying.
- Remember trust building takes time.

INSTRUCTIONS

1. Start by drafting some basic rules to guide power-sharing. For each group you form—for example, committees for programming, design input, and participatory budgeting consider:
    - **Defining appointments and term limits:** Think about how you'll be asking people to commit, and who can help you extend invitations and identify missing voices. How long are you planning for people to serve?
    - **Defining the format of meetings:** Will they be in person or virtual?
    - **Defining responsibilities and duties:** What are you expecting members to do?
    - **Defining communications and minutes:** Is there a format for recording agendas and discussions?
    - **Voting:** How are final votes made? What are the decisions the group is empowered to make?

2. Define the final guidelines of your power-sharing framework. The text can be incorporated into bylaw documents, steering committee charters, and more.

**HIGH LINE
NETWORK**

SHARE POWER EXAMPLE

New York City's Participatory Budget process, adopted by the High Line

IMAGE CREDITS

Image by: High Line Network

Ideas are collected & delegates recruited

Delegates schedule meetings

Projects are presented

Community votes on top projects

Implementation & monitoring

Identify community needs & select delegates

Develop & solicit proposals

Share proposals & get community feedback

Votes on projects

Projects seen into fruition

High Line Network | Embedding Equity in Public Space | Tool 10: Share Power
This tool is part of the Community First Toolkit, available at **toolkit.highlinenetwork.org**

HIGH LINE
NETWORK