

TOOL B Looking for Allies

Instructions: At different stages, and when doing different kinds of work (organizational development versus programming), organizations need different key allies. The following worksheet helps you think about the stage in which you currently operate and the work you are doing, as well as who is already engaged and who needs to be. For each stage: (1) List the current work you are doing; (2) List who is already engaged (consider both organizational development and programmatic work); and (3) Think about who *needs* to be engaged but isn't (referring back to step 2). After you have identified the key allies you need, consider how best to engage them and possible barriers that will need to be addressed.

<u>Developmental Stages</u>	Current Work	Who is Here?		Who do you Need?	
		Organization	Program	Organization	Program
Creating Safety <i>(stopping crime and healing the community)</i>					

<u>Developmental Stages</u>	Current Work	Who is Here?		Who do you Need?	
		Organization	Program	Organization	Program
Understanding Violence <i>(gaining clarity about violence issues and mobilizing the community)</i>					
Building Community <i>(building human, neighborhood and system capacity; building safe infrastructure)</i>					
Promoting Peace <i>(reframing violence by attending to factors that alienate and isolate)</i>					

<u>Developmental Stages</u>	Current Work	Who is Here?		Who do you Need?	
		Organization	Program	Organization	Program
Building Democracy & Social Justice <i>(holding residents, large institutions and society accountable for</i>					