



Capacity Building in Rural Areas

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RURAL LIFE HAS UNIQUE CHALLENGES

Geographic Isolation
Rugged Individualism
Conservative Attitudes

Rural Nevadans Are Unique In Many Ways

- Lack of foundational knowledge about capacity building
- Insider vs. Outsider attitude
- Not Invented Here Mentality




BARRIERS TO CAPACITY BUILDING IN RURAL AREAS

- Access to Resources
- Culture and Customs
- Us vs. Them
- Availability of Human Capital
- Rural Outmigration
- Personal Identities Connected to Rural Place
- Lack of Clear Vision
- Tension Between Local and Other Thought Leaders
- State and Federal Policies That Measure Success in Ways Not Understood By Rural Population
- Low Levels of Mutual Collaboration
- Trusting Relationships Hindered by Clique Mentality
- Closed Society; Limited World View
- Experiential Learning

Examining Workability



	
BARRIERS	POTENTIAL SOLUTIONS
<ol style="list-style-type: none"> 1) Access to Resources 2) Culture and Customs 3) Us vs. Them 4) Availability of Human Capital 5) Rural Outmigration 6) Personal Identities Connected to Rural Place 7) Lack of Clear Vision 8) Tension Between Local and Other Thought Leaders 9) State and Federal Policies That Measure Success in Ways Not Understood By Rural Population 10) Low Levels of Mutual Collaboration 11) Trusting Relationships Hindered by Clique Mentality 12) Closed Society; Limited World View Experiential Learning 	<ol style="list-style-type: none"> 1) Bring Resources to Rural Communities 2) Learn about Local Culture Prior to Capacity Building Projects 3) Build Relationships With Local Thought Leaders 4) Create Opportunities to Invest in Human Capital Endeavors 5) Address Issues of Rural Migration by Investing in Local Opportunities That Embrace Rural Lifestyles 6) Cultivate Relationships with Those Who are Connected and Influential in Rural Communities 7) Provide Opportunities to Educate Local Thought Leaders on Setting A Vision 8) Build Bridges Not Walls 9) Educate about Policy and Procedures and Why They Exist 10) Model and Educate about Collaboration 11) Understand Community Sectors and Develop Relationships in Each of These Sectors 12) Bring Educational Experiences of Shared World View to Rural Areas and/or Provide Learning Opportunities for Travel Outside Rural Areas for Learning

SUGGESTED STANDARDS FOR CAPACITY BUILDING IN RURAL AREAS

- 1) Set a Widely-Shared Vision of Learning
- 2) Develop and Support a Culture and Instructional Program Conducive to Community Learning and Professional Growth
- 3) Ensure Effective Management of Grant Funding and Grantee Operations and Resources for Efficient and Effective Grant Implementation
- 4) Collaborating with Grantee and Community Members; Responding to Diverse Community Interest and Needs, Mobilizing Community Resources
- 5) Act with Integrity, Fairness and in an Ethical Manner
- 6) Understand, Respond to, and Influence the Political, Social, and Cultural Context Found in Rural Areas



Policy Standards will:

- Create a Foundation to Build a Comprehensive and Cohesive Leadership System
- Effectively Recruit, Support Retain and Reward High-Quality Leaders
- Provide State Leaders a Guide for What to Consider in Measuring Quality While Monitoring and Supporting Improvement in Local Leadership



Standards Shape and Influence Policy and Provide Guidance

It will take considerable influence by state and/or funding agencies to ensure standards are interpreted and implemented in ways that reinforce the collaborative and symbiotic connections between grantors and grantees.



CAPACITY BUILDING SOLUTIONS TO INCREASE FEDERAL GRANT FUNDS IN THE RURALS STARTS WITH AN INVESTMENT IN:

- Dedicated personnel at state/federal level to ensure a shared responsibility for taking collaborative actions that enhance conditions necessary for rural communities to be successful
- Active oversight to ensure grantee accountability
- Community-wide training
- Greater accountability
- Increased collaboration
- Long-term targeted and meaningful technical assistance

WHAT RURAL COMMUNITIES NEED AND WANT MOST



CAPACITY BUILDING SOLUTIONS PROVIDE:

- Shared learning through partnership with state and other grantees
- Learning environments in collaboration with the technical assistance and evaluation coordinators, state staff and key stakeholders
- Meaningful inclusion of traditionally excluded groups in planning, program and policy development and change implementation
- Collective impact and systems change through strategic partnerships
- Engaging in community-based participatory research for continuous quality improvement and ongoing evaluation
- Engaging in local- and state-level policy development and advocacy
- Creating a sustainable community collaborative invested in developing and maintaining resilience and well being of all community members



WHERE TO BEGIN

- Work with rural leaders on an assessment of community strengths, challenges and opportunities to better support resilience and community/individual well-being
- Develop recommendations and a timeline for change
- Develop metrics to measure progress and community outcomes
- Conduct professionally-facilitated meetings that convene and encourage engagement from various community stakeholders and groups who are traditionally excluded
- Conduct trainings that build a shared understanding of the impact of social inequities, challenge assumptions, highlight success stories
- Provide educational activities that increase the community's ability to participate in policy discussions at the federal, state, regional and local level, including policy development, analysis, implementation and evaluation
- Advocacy planning to identify necessary system-level changes such as funding gaps, policy barriers
- Strategy development with timeline and work plan to influence change



THOUGHTS ON

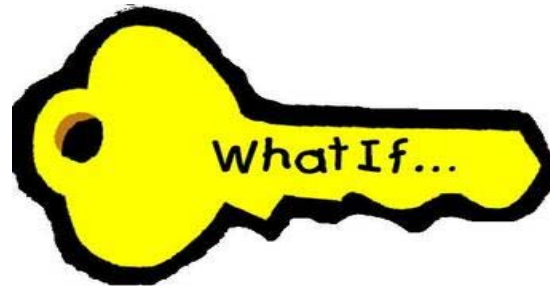




SERVANT LEADERSHIP

A Model for the 21st Century

This leadership style is literally like leading alongside others while helping them grow. This can be very useful in building a strong sense of community and increasing collaborative efforts.



We Discovered What Works and Took No Action?

Individual commitment
to a group effort is the KEY to success
of a team, agency, society and civilization.



Questions, Comments, Ideas

Thank You!