

RESOURCES FOR FAMILIES & COMMUNITIES

Required Grant Form

Scales & Ladders Worksheet

Due Date: January 31, 1999

Community Group Name: _____

Date: _____

THRESHOLD	Thriving	Safe	Stable	Vulnerable	In-Cr
Public Policy Dimension					
Equity Dimension					
Civic Capitol Dimension					
Service and Support Systems Dimension					
Economic Opportunity Dimension					

What has your project accomplished?

Why is it important to the community?

Please list the ways in which peoples lives have been improved?

PUBLIC POLICY DIMENSION

THRESHOLD		PUBLIC POLICY SCALE
5	THRIVING	Public policy affecting the community is innovative in its values, premises, and strategies regarding the condition and needs of low-income persons. Affirmatively seeks new ways to promote the economic development and well-being of low-income residents and their full inclusion in the life of the community.
4	SAFE	Public policy is supportive with respect to the needs and aspirations of low-income residents. Generally is proactive and systematic in identifying and eliminating barriers to improvement in economic and social status.
3	STABLE	Public policy is reactive in its approaches to responding to the needs of low-income persons. When issues are forcefully brought to the attention of policy-makers, it is usually possible to achieve a selective case-by-case policy outcome that is favorable with respect to issues and problems of low-income residents.
2	VULNERABLE	There is no public policy intended to support the needs and aspirations of low-income persons, or any such policy that does exist is unenforced . There is little or no awareness or concern or acceptance of public responsibility for supporting improvement of the economic and social conditions of the poor.
1	IN-CRISIS	Public policy is hostile with respect to conditions and needs of low-income persons. Policies are intended to make it difficult for low-income persons to live in the community or to play a meaningful and contributing role in the life of the community.

*Note to Table 5: The numbers in the far left-hand column are designed to be interchangeable with the words in that column. The numbers are offered as an alternative to the words because the authors are aware that certain community situations are so volatile that the words may create unintended barriers to communication.

Equity covers both economic and social distributions of power, opportunity, access, and freedoms. Sexism, racism, and classism are all equity issues.

EQUITY DIMENSION

THRESHOLD		EQUITY SCALE
5	THRIVING	The community understands the strengths inherent in diversity, celebrates differences and, therefore, is committed to the development and maintenance of a healthy socioeconomic and demographic mix. The appreciation of diversity has led to establishment of equal treatment and opportunity as the prevailing norms in both economic and social transactions in the community. All cultures and ethnic groups are working together for the common good.
4	SAFE	Knowledge and understanding of culture and customs of various groups represented in the community's population are common throughout the community. That knowledge has bred an understanding that differing customs and values can coexist and a sensitivity to and appropriate accommodation of those varied customs and values. Affirmation of the rights and the values of others, despite differences, is the norm.
3	STABLE	Members of the community are generally aware of differences among the populations present in the community. An atmosphere of tolerance prevails with little or no inter-group conflict. There is a growing awareness of the importance of understanding and community among diverse populations.
2	VULNERABLE	Diverse populations are generally isolated from one another and are uninformed regarding the customs, values, history and contributions of the other populations residing in the community. There is a general sense of complacency regarding lack of interaction and communication among various groups. Lack of understanding and consequent insensitivity are commonplace.
1	IN-CRISIS	Fear and conflict characterize interactions among diverse populations. Various populations are consistently working at cross-purpose. Open hostility is common.

*Note to Table 6: the Numbers in the far left-hand column are designed to be interchangeable with the words in that column. The numbers are offered as an alternative to the words because the authors are aware that certain community situations are so volatile that the words may create unintended barriers to communication.

Civic Capital captures any activity which a person participates in outside of their immediate family unit including volunteer, social and recreational, religious, and

citizenship activities. Civic Capital can also refer to a group of people extending their participation in the community beyond their usual sphere, such as corporate service projects .

CIVIC CAPITAL DIMENSION

THRESHOLD		CIVIC CAPITAL SCALE
5	THRIVING	Civic involvement (social and political) is high throughout the community's socio-economic spectrum. Participation commonly has such depth, intensity, and vision that it constitutes investment in the social and political well-being of the community. Low-income people are fully integrated and actively participate on boards, commissions, and committees addressing all aspects of community life. Civic life is vibrant; social harmony prevails. Even low-income and minority residents have a strong sense of belonging and of community. Voter registration and turnout are high.
4	SAFE	Low-income people, their neighborhoods, and issues are part of the community dialogue. Low-income people play significant roles within the larger community. Opportunities for social interaction are such that they support development of a sense of community, of mutuality of interest. Those active in many social and policy-making activities have a strong sense of contributing to the social and civic health of the community. There is vibrant civic life within low-income neighborhoods (social, political, recreational, arts, etc.). Level of involvement is high. Voter registration and turnout are comparable to community as a whole.
3	STABLE	Low-income persons are participating in civic affairs. There is an identifiable leadership within the low-income community and several advocacy organizations. Attainment of goals is difficult but achievements are possible when the low-income community is organized around a particular issue. Low-income participation in policy-making roles concerned with issues particularly relating to the low-income community is proportional to overall population. There is active and accessible civic life in low-income communities. Voter registration and turnout is comparatively low, but low-income vote is sought by community-wide candidates.
2	VULNERABLE	While low-income people and their neighborhoods are not an integral part of the larger community, there is an awareness within the low-income community and the larger community of the importance of working toward community-wide unity. Low-income persons fill policy-making roles, but there is little evidence that public policy decisions reflect the interests of low-income residents. There is a visible civic life within low-income neighborhoods—social, political, recreational, religious—but participation is low compared

		with more affluent neighborhoods. Voter registration and turnout are very low.
1	IN-CRISIS	Isolation is the norm. They are isolated physically and socially from the larger community and to a large degree from one another. There is no identifiable leadership. Low-income involvement in policy-making roles and activities is very low or non-existent and without impact. There is little opportunity for positive involvement in civic life. Voter registration and turnout are very low and there is little or no commitment to increasing participation since voting and other approaches to affecting public policy are generally considered futile.

*Note to Table 7: the Numbers in the far left-hand column are designed to be interchangeable with the words in that column. The numbers are offered as an alternative to the words because the authors are aware that certain community situations are so volatile that the words may create unintended barriers to communication.

Service and Support Systems include all social and human services, public safety, health, education, child care, housing, justice, infrastructure, and government services. Gaps in the "safety net," the extent of collaboration between agencies, and the comprehensiveness of services are examples of community conditions and systems interactions within this dimension.

SERVICE AND SUPPORT SYSTEMS DIMENSION

	THRESHOLD	SERVICE AND SUPPORT SCALE
5	THRIVING	Community services of all kinds are both comprehensive and integrated into a virtually seamless system. Collaboration and synergy are the norms. Social services are based on a wellness model and are strongly consumer driven. A strong community-wide set of strategic planning processes assures that public and community services are responsive and will grow and develop in accord with community needs. Community is committed to providing resources sufficient to assure quality and comprehensiveness of and full access to community, public, and educational services.
4	SAFE	Service and support programs have a strong preventive orientation. Most essential community and social services are available to those

		who need them. Service providers are committed to collaboration and are in the process of developing an integrated approach to provision of community services. Planning involves all segments of the community. Commitment of resources is adequate to assure continued availability of services that meet needs for both basic and early intervention services, as well as for strong public and education services.
3	STABLE	Public and social services available in the community are generally comprehensive, but are primarily reactive in their responses to community needs. Planning tends to be very limited in strategic outlook and occur principally within programmatic boundaries. Focus is on evident current needs. Clients/customers are seldom brought into the planning process. Providers of public and social services are communicating and considering the value of collaboration. Resources are adequate for most immediate basic needs.
2	VULNERABLE	Some key public and social services exist and are responsive to needs to which they are focused but the range of community services and resources is limited and not comprehensive . There is no effort to plan collaboratively and comprehensively for a broad range of community needs. Fragmentation of services and community resources is common. Resources are strained and directed principally to maintenance of effort. Competition is the most common form of relationship among providers of services
1	IN-CRISIS	Public and social services are non-responsive to community needs. "Turf" boundaries are very strong and planning is minimal or non-existent. Even emergency services are inadequate in comparison with the intensity of need. Resources are barely adequate to maintain even the most minimal configuration of community services. Most public and social services are ineffective.

*Note to Table 8: the Numbers in the far left-hand column are designed to be interchangeable with the words in that column. The numbers are offered as an alternative to the words because the authors are aware that certain community situations are so volatile that the words may create unintended barriers to communication.

Economic Opportunity captures the business climate, the labor market, the diversity of the economic base, entrepreneurship, capital stakeholding, and capital resources. Examples of activities within this dimension include strategies to attract or retain jobs,

increase job retention and promotion, match labor skill levels with available jobs, and improve new business success rates.

ECONOMIC OPPORTUNITY DIMENSION

THRESHOLD		SERVICE AND SUPPORT SCALE
5	THRIVING	The economic health of the entire community is vibrant . There is a broadly diversified economic base, high rate of employment, and all sectors of the community benefit equally from the community's strong economy. Income levels and costs of living in the community are well-balanced. Education and training resources are available, accessible, and effective in preparing community members to participate in and contribute to the economic life and strength of the community. There is a widely shared vision of a strong and vibrant economy. Community investment is high. Entrepreneurship and capital "stakeholding" are possible and a reality across the entire income spectrum.
4	SAFE	The economy of the community is emerging . It is growing and there are plans for appropriate development of business and industry. The economy shows strength in key areas. Unemployment is not significantly greater than state and/or national levels. Programs and plans are in place to bring low-income residents into the mainstream of the local economy, including entrepreneurship and opportunities to hold capital interests in the local economy. There is a developing consensus regarding the economic development of the community as a whole.
3	STABLE	While there are strengths in the local economy and growth is taking place, there is a mismatch or incongruity between the current state and/or direction of the economy and the abilities and aspirations of those living in the community. The economy is stagnant . Opportunities for economic "stakeholder" participation of low-income persons are very limited, though still a possibility. Unemployment is higher than the state average. Planning, however, is focusing on developing a local economy that is more inclusive and likely to accommodate the economic needs and capacities of all residents. Shared goals for at growth and inclusion are being discussed.
2	VULNERABLE	The economy of the community is contracting . Capital is fleeing the community. Unemployment is significantly higher than state and/or national levels and is concentrated in minority populations. There is little local planning directed to stabilizing and improving the economy. There is an awareness of income and opportunity disparities in the community, but little dialogue or commitment to

		improvement in such conditions. Neither the economic environment nor employment and training opportunities offer real prospects for improvement in economic circumstances of low income individuals and families.
1	IN-CRISIS	The economy of the community has collapsed . The flight of capital from the community is virtually complete, and business and industry are leaving. Unemployment is high and rising; poverty is on the increase. Efforts to plan effectively for economic growth are failing; lack of hope has led to lack of effort. There is a general lack of opportunity throughout the community, but minority populations are far more intensely affected by bad economic conditions prevailing in the community. Conflict and blame characterize relationships among various groups and factions.

*Note to Table 9: the Numbers in the far left-hand column are designed to be interchangeable with the words in that column. The numbers are offered as an alternative to the words because the authors are aware that certain community situations are so volatile that the words may create unintended barriers to communication.