What is Hope?

Hope Theory (Snyder, 2002)
Hope is “the perceived capability to derive pathways to desired goals, and motivate oneself via agency thinking to use those pathways” (p.249)

Hope is the function of:
(a) Goal Orientation
(b) Pathways thinking and
(c) Sense of Agency
Critical Hope

Three kinds of Critical Hope (Duncan-Andrade, 2009)

1. **Material Hope**: Sense of control when given the resources to deal with forces that affect everyday lives.
2. **Socractic Hope**: Allowing to question the unjust society
3. **Audacious Hope**: Healing from oppression to transform it.

Hope for Radical Healing (Ginwright, 2015)

Three types of hope for radical healing:

1. **Relational Hope**— changing conditions with communities based on trust and relationships

2. **Restorative Hope**— creating conditions and opportunities for communities to prosper and thrive

3. **Political Hope**— engaging in political decisions in everyday lives to articulate opportunities to flourish

The Practice of Hope in Social Work

- Social workers are the holders of hope for clients, communities, and society (Clark, 2012, p.3)
- Although there is a wide agreement on the dynamic role of hope in social work, pragmatic strategies to practice hope in social work research and practice are sparse and fragmented.
- The practice of hope in social work research and practice is both an art and science.
- Hope can be viewed as a powerful strategy for healing from social toxicity.
- Because participatory approaches promote engagement & human agency, these approaches can provide pragmatic strategies to infuse hope in social work research and practice across diverse ethnic communities.

Use of Participatory Approaches to Infuse Hope in Social Work Research & Practice

1. Community-Based Participatory Research (CBPR)
2. Asset-Based Community Development (ABCD)
   a) Asset Mapping
   b) Appreciative Inquiry
The Practice of Hope in Social Work Research & Practice

Case Example: Cultural Leadership Project with Young Bhutanese Refugee women

- Based on Asset-Based model & CBPR principles
- Focused on education, empowerment and identification of cultural assets in the community that serve as protective factors to promote increased mental well-being, ignite hope and collective healing among the young Bhutanese refugee community
- Cultural leadership—rooted in community, family and cultural identity.
- Culturally grounded project that viewed healing as the restoration of identity.

Source: Subedi, Maleku & Pyakurel (2019). Cultural Leadership Project
Rethinking Social Work Research

✓ Practice cultural humility in research: Be cognizant of power dynamics that exists between academia & practice

✓ Shift in research philosophy: co-creating knowledge and co-learning with the community; community evidence

✓ Long term commitment to hold researchers and academia accountable to the community

✓ Re-brand social work research and innovate

✓ Intentionally see ourselves as scholar-activists: Focus on the voices of authors from these communities at the center of our research process.
Rethinking Social Work Practice

More than what needs to be done differently for different groups, CBPR lessons indicate a reassessment of how we conceptualize social work practice with multicultural communities (Padilla et al., 2019).

The focus needs to be on the process of engaging with clients, on integrating the broader circumstances of their lives outside of our service settings, and on transforming service delivery systems (Crampton, 2015; Kutukdjian, Corbett, & Rivière, 2009; Nadan & Ben-Ari, 2013).

Although these approaches to cultural studies are part of social work education & practice standards, we need to take into account how multicultural communities see themselves.

Lift voices of authors from these communities at the center of our practice.
Social workers often struggle with stereotypical, reductionistic views of their clients.

Need to reevaluate how we teach cultural competence so that the focus is on unrecognized assets, strength and resilience of communities versus deficiencies.

We need to do a better job of communicating the value of cultural richness from the perspective of the communities that we are concerned about.

Bring voices of authors from these communities at the center of our teaching.

Articulate social work’s vision of equity & hope
COMMUNITY BASED PARTICIPATORY RESEARCH
What is Community Based Participatory Research?

“Collaborative approach to research that equitably involves all partners in the research process and recognizes the unique strengths that each brings. CBPR begins with a research topic of importance to the community with the aim of combining knowledge and action for social change to improve community health and eliminate health disparities.”

W.K. Kellogg Community Scholar’s Program (2001)
CBPR & Community Engagement

From study participant:

Traditional Research

- Community members have no influence on research design
- Opinions actively solicited through pre & post data collection
- Leverages study results & partnerships to promote social change

Level of Community Engagement

...to research partner

CBPR
<table>
<thead>
<tr>
<th>Traditional Research</th>
<th>CBPR</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Community is a passive subject of study</td>
<td>✓ Involves the community being studied in the research</td>
</tr>
<tr>
<td>✓ Research Design: Done apriori by a researcher in an academic institution</td>
<td>✓ Research Design: Done with representatives from community &amp; academic institution</td>
</tr>
<tr>
<td>✓ Usually sustainability plan is not included</td>
<td>✓ Sustainability is a priority that begins at program’s inception</td>
</tr>
</tbody>
</table>
Community-Engaged Research Continuum

Less Community Involvement
- Investigator-Driven Research
- Community-Placed Research
- Community-Based Research

Complete Community Involvement
- Community-Based Participatory Research
- Community-Driven Research

CBPR EXAMPLE: THE NEW AMERICANS PROJECT

CBPR Principles

- Acknowledges community as a unit of Identity
- Builds on strengths and resources within the community
- Facilitates a collaborative, equitable partnership in all phases of research, involving an empowering and power-sharing process that attends to social inequalities
- Fosters co-learning & capacity building among all partners
- A balance between knowledge generation and intervention for the mutual benefit of all partners
- Focuses on local relevance of public health issues that attend to multiple determinants of health
- Community involvement in dissemination of results
- Involves long-term process and commitment

(Wallerstein et al., 2018; Hacker, 2013)
CBPR Conceptual Model

Adapted from Wallerstein et al, 2008 & Wallerstein and Duran, 2010, [https://cpr.unm.edu/research-projects/cbpr-project/cbpr-model.html](https://cpr.unm.edu/research-projects/cbpr-project/cbpr-model.html)

**Contexts**
- Social & Structural: Social-Economic Status, Place, History, Environment, Community Safety, Institutional Racism, Culture, Role of Education and Research Institutions
- Political & Policy: National / Local Governance/Stewardship Approvals of Research, Policy & Funding Trends
- Health Issue: Perceived Severity by Partners
- Collaboration: Historic Trust/Mistrust between Partners
- Capacity: Community History of Organizing / Academic Capacity/Partnership Capacity

**Partnership Processes**
- Individual Characteristics: Diversity, Who is involved, Complexity, Formal Agreements, Control of Resources, % Dollars to Community, CBPR Principles, Partnership Values, Bridging Social Capital, Time in Partnership
- Cultural Identities/Humility: Motivation to Participate, Cultural Identities/Humility, Personal Beliefs/Values, Spirituality, Reputation of P.I.

**Intervention & Research**
- Processes that honor community and cultural knowledge & voice, fit local settings, and use both academic & community language lead to Culture-Centered Interventions
- Empowering Co-Learning Processes lead to Partnership Synergy
- Community Members Involved in Research Activities leads to Research/Evaluation Design that Reflects Community Priorities
- Bidirectional Translation, Implementation, Dissemination

**Outcomes**
- Intermediate System & Capacity Outcomes
  - Policy Environment: University & Community Changes
  - Sustainable Partnerships and Projects
  - Empowerment – Multi-Level
  - Shared Power Relations in Research/Knowledge Democracy
  - Cultural Reinforcement / Revitalization
  - Growth in Individual Partner & Agency Capabilities
  - Research Productivity: Research Outcomes, Papers, Grant Applications & Awards
- Long-Term Outcomes: Social Justice
  - Community / Social Transformation: Policies & Conditions
  - Improved Health / Health Equity

Visual from amoshealth org 2017
CBPR Conceptual Model

Context

Partnership

Intervention (Programs)/Research

Health/Social Justice Outcomes

Engage for Equity

A National Study of Community and Academic Partnerships
Readiness for CBPR

Community  Stakeholders  Researcher
Readiness for CBPR: Questions for community partners to ask researcher prior to engaging in CBPR

1. What kind of partnership does the researcher have in mind? Is it really to be participatory?
2. How will decisions get made?
3. What are the research aims?
4. Who is the target population of interest?
5. How will the research be funded?
6. What will be our organization’s or my role in the project?
7. Will the time be compensated?
8. Who will own the data? What will happen to the data in the future after the project is completed?
9. What benefits will the project leave behind in the community?
10. What is the dissemination plan for this research?

Source: Hacker (2013)
Readiness for CBPR: Questions for community partners to ask themselves prior to engaging in CBPR

1. Does this study address an important problem relevant to my community and my constituents?
2. How does the research aim fit with the mission of my organization?
3. Do we have the capacity to participate? Space? Staff? Time?
4. What are our conflicting priorities?
5. What will be the impact of doing research on my organization’s ability to get its core work accomplished?
6. Will the results lead to action that will help my community? Source: Hacker (2013)
Readiness for CBPR: Questions for researchers to ask themselves prior to engaging in CBPR

1. Do I have connections in the community?
2. Do I know enough about the community, its makeup, assets and challenges?
3. Do I have the time to invest in and develop relationships?
4. Do I have the support of a mentor who has experience in CBPR?
5. Do I possess cultural humility?
6. What is the purpose of my research and how will it benefit the community?
7. What community benefits will my research project and partnership leave behind?

Source: Hacker (2013)
Needs, Assets and Agency

Source: The Coady International Institute
‘The future of every community lies in capturing the passion, imagination, and resources of its people’

-Ernesto Sirolli
Building on Community Assets

Asset-based Community Development emerged as a result of:

- A growing critique of “problem solving” or “needs-based” approaches
- A recognition of the strengths and assets in even the most disadvantaged communities

Source: The Coady International Institute
Consequences of predominant focus on needs

- Leadership emphasizing community “needs” in order to secure resources
- Community members internalizing what their leaders are saying (a deficit mentality)
- Funding by categories of needs:
  - Money going to the institutions filling the needs
  - A dependence on external rather than internal relationships

Courtesy: The Coady International Institute
# One View of a Rural Community

**BUSINESSES AND PHYSICAL INFRASTRUCTURE**
- Broken irrigation systems
- Over-fishing
- Poor farm to market roads
- Broken dams

**LOCAL ASSOCIATIONS AND INSTITUTIONS**
- Inactive organisations
- No strong farmers’ organisation
- Few NGOs, people’s organisations

**PEOPLE AND PRACTICES**
- Gender conflict
- Domestic violence
- Lack of skills
- Vices, gambling, gangs
- Drug addiction, malnutrition
- School drop-outs
- Lack of entrepreneurship
- Lack of capital
- Lack of confidence to lead
- Lack of risk-taking
- Individualism

**Additional Challenges**
- Conflict factions
- Corruption
- Limited services offered by organisations
- No ATMs
- Natural hazards
- Depressed agriculture
- Poor sanitation
- Poor waste management
- Electrical brownouts
- Poor potable water
- Depletion of nearshore fish stocks
- Conservative institutions, e.g. church
Another View of the Rural Community
ASSET BASED APPROACH

An asset approach starts by asking questions and reflecting on what is already present:

✓ What makes us strong?
✓ What makes us healthy?
✓ What factors make us more able to cope in terms of stress?
✓ What makes this community a good place to be? What does the community do to improve health and well-being?
In social work practice, this means doing the following:

- Find out what is already working and generate more of it
- Promote the project based on what it is trying to achieve, not what the problems are
- Cherish the assets: as soon as people are talking to each other, they are working on the solutions
- Actively build capacity and confidence among communities and staff
- Involve the “whole system” from the beginning- those left out and left behind
- Include what is needed to achieve the desired future
- Analyze structures, processes and systems that are stopping this future being achieved
- Ensure the long-term sustainability of the solutions and the project.
- Build the support from community and stakeholders throughout the process

Source: Glass Half-full
Core Philosophy

- **Assets**: Gifts, talents, dreams, hopes, fears

- **Relationships**: Relationship-driven, constantly build connections

- **Inside-out**: Debunking that outside resources are need, self-sufficient, sustainable
Influences: Asset-building
The Sustainable Livelihoods Framework

Source: The Coady International Institute
Asset building Foundations

The work of Sen, Bebbington, Moser, Carter, Sherraden

- ....are resources for making livelihoods and coping with life's setbacks
- ....provide us with a sense of identity and meaningful engagement with the world
- ....have emancipatory value – by providing us with the capacity to act
- ....are a catalyst for civic involvement and enterprise development
What are community assets?

- Stories
- Knowledge, experiences, innovations, talents and skills of individuals
- Associations and social networks (including the community’s diaspora)
- Physical assets and natural resources
- Financial resources (including informal savings and credit schemes, burial societies, remittances etc.)
- Cultural assets (including traditions of mutual aid and collective action)
- Rights, claims and entitlements (not yet realized)
- Local institutions (gappers)
What are community assets?

- The practical skills, capacity and knowledge of local community members
- The passions and interests of local residents that give them energy for change
- The networks and connections – known as ‘social capital’ – in a community, including friendships and neighborliness
- The effectiveness of local community and voluntary associations
- The resources of public, private and third sector organizations that are available to support a community
- The physical and economic resources of a place that enhance well-being.
Natural Assets
Human Assets:
Head, Hearts & Hands
Social Assets

"Social capital is the network of relationships that increase one’s access to privilege"

~Bourdieu, 1986

Social Capital is an amplifier...

...and a gateway to all other assets...

- Financial assets
- Human assets
- Material assets
- Natural assets
People as recipients of service

Clients

We know what you need
- Clients
- Dependency
- Agencies and funders in control
- Service not care

People as advisors for institutional action

Advisors

What do you need?
- Clients
- Dependency
- Agencies and funders in control
- Service not care

Co-producers of their own and their community well-being

Producers

What can you contribute?
- Community engagement
- Care not just service
The Role of Agencies and Programs should not be to just fill up our client’s needs.

The most effective role we can play is to work to remove barriers so that people have the opportunity to be a producer of their own and their community’s well-being.
Service Delivery AND Responsive Investment

**Service Delivery**
- Focus on needs
- Responds to problems
- Charity or entitlement orientation
- Emphasis on external agencies
- Power comes from credentials
- “Motivation to act” - incentives, terms of employment
- Goal is excellent service
- People are clients, consumers
- Programs are the answer

**Responsive Investment**
- Focus on assets
- Builds from opportunities
- Investment orientation
- Emphasis on associations
- Power comes from relationships
- “Motivation to Act” – dreams, fears, being asked to contribute
- Goal is community-driven development
- People are citizens, members
- People are the answer

*Source: The Coady International Institute*
Asset-based Community Development as a Methodology

Discovering Strengths

Appreciative Interviewing

Mapping to Organize!
- Community Map
- Skills Inventory
- Associations & Institutions
- Power Walk

Community Economic Analysis
- The Leaky Bucket
- Producer-led Value Chain Analysis

Linking & Mobilizing
- Action Planning
- From lower to higher hanging fruit

Carrying out plan
- Monitoring & Evaluation
- Most Significant Change

Source: The Coady International Institute
Asset Mapping: What is it?

✓ Asset-based planning
✓ Community-building
✓ Community capacity-building

“It is a way to assess and mobilize what a community has.”

It’s a PROCESS.
Asset Mapping

- Asset mapping is a **collaborative exercise** that helps you create a “map” of the **resources available** within your community and organization.
- At its most basic level, the asset mapping process will provide you and your organization with an **inventory of key resources** that can be utilized in program development.
- Assets that are identified can be used to strengthen your community/organization, and leveraged to support your community/organization initiatives.

Source: Simmons, B. (April, 2008). Community engagement: guidelines for excellence
Features of Asset Mapping

- **Asset-Based**: Uncovers talents/skills found in the community right now
- **Internally Focused**: Relies on the community’s assets, not on those found outside of it
- **Relationship Driven**: Seeks to build linkages among local people, institutions, associations and organizations
Importance of Asset Maps

- Create awareness of local resources
- Use resources to identify community connections, meet community needs, & other activities
- Recognize and value the resources within communities
Inventory of Local Informal Organizations

• Examine printed materials
  ✓ Newspapers/Community directories
• Contact local institutions
  ✓ Schools/Churches/Parks & Recreation/Libraries
• Contact individuals who seem to know what is going on in their community or neighborhoods [key informants]
• Find out the activities of these informal groups
How Assets Fit Together?
Asset Mapping How To . . .

✓ Define your community or “study area”
✓ Determine what you want to do with the information
✓ Select the assets you want to identify
✓ Identify any previous asset mapping activity
✓ Develop a plan to collect the information
✓ Map the assets of the community
✓ Identify community issues & needs
✓ Put it all together
STEP 1: Define your community

- Specific population: elderly, persons with disabilities, youth, senior, non English speakers etc.
- Geographic boundaries
STEP 2: DEFINE WHAT THE COMMUNITY WANTS TO DO WITH THE INFORMATION COLLECTED

- Create a community resource guide
- Create a searchable database of community resources to tap for future initiatives
- Develop programs
- Allocate scarce resources for greatest impact
Step 3: Select what assets to identify

What skills do you need to identify?

- Start with pre-existing asset inventory tool
- Add and delete skills
- Keep focused on what you will do with this information
  - Build on existing resources
  - Respond to existing needs
Sample Data Collection Methods

- Interviews
- Focus groups
- Community resident surveys
- Community forum
- Dashboard surveys
- Inventory of skills, resources, or institutions
- Secondary Analysis: Pre-existing data sets (crime, census, housing, county level studies)
- Community-Based Participatory Research Approach
Step 5: Map the assets of your community
Step 6: Also Identify Community Issues & Needs

What is a Needs Assessment?

- A formal tool that involves the identification of gaps
- Placing gaps in some type of priority order
- Making decisions on which of the priority needs warrant the attention and resources of the community.
Step 7: Put it all together

✔ Build relationships among your local assets

✔ Explore how assets can be mobilized to improve the needs you identified (such as expanding job opportunities, improving education, better health care services, funding needs)

✔ Engage the community in visioning and planning
Types of Maps

Local History Assets
Service Map
Source: Building Movement Project
https://tools2engage.org/tool_keywords/asset-mapping/
Public Capital Asset Maps

- Mapping the public capital helps to identify social gatherings that enable people to learn about what is happening in the community and organized spaces for interaction where people can learn about, discuss, and act on community challenges.

Source: Housing Alexandria Asset Map [https://nvaha.org/housing-alexandria/](https://nvaha.org/housing-alexandria/)
Community Relationship Mapping

- The mapping of inter-organizational linkages is a form of eco-mapping designed to show the relationships that one organization has with other organizations within the community.
- Relationships with other organizations may relate to funding, referrals, access to resources, joint service planning, collaborative projects with contributed staff or funds.
- Eco-mapping may be undertaken to clarify the place of an organization in the community spectrum, to identify gaps in linkages, to indicate the multiple relationships between organizations and indicate the reciprocal nature of service providers.
### Associations:
- Animal care groups
- Anti-crime groups
- Block clubs
- Business organizations
- Charitable groups
- Civic event groups
- Special needs groups
- Education groups
- Elderly groups
- Environmental groups

### Physical Space:
- Gardens
- Parks
- Playgrounds
- Parking lots
- Bike paths
- Forest/forest preserves
- Picnic areas
- Campsites
- Fishing spots
- Duck ponds

### Institutions:
- Schools
- Universities
- Community colleges
- Hospitals
- Libraries
- Social service agencies
- Nonprofits
- Museums
- Fire departments
- Media

### Individuals:
- Gifts, skills, capacities, knowledge and traits of:
  - Youth
  - Older adults
  - Artists
  - TANF recipients
  - People with disabilities
  - Students
  - Parents
  - Entrepreneurs

### Local Economy:
- Business
- Consumer expenditures
- Merchants
- Chamber of commerce
- Business associations
- Banks
- Credit unions
- Foundations
- Institutional purchasing power

Examples of Community Assets that might be included in an Asset Map
Geographic Information Systems (GIS Mapping)

Source: The New Americans Project  
https://csw.osu.edu/research-brief-newamericans/
Location of Service Providers Currently Serving New American Populations by Percentage of New Americans per Census Tract

Location of Survey Service Providers Interested in Serving New Immigrant Populations by Percent of New Americans per Census Tract

Source: The New Americans Project [https://csw.osu.edu/research-brief-newamericans/]
Balance: Making a community a better place to live

Traditional “Needs” Approach

• Meeting of local leaders & citizens come together
• Discussion focused on problems & concerns in the community
• Maybe a survey of residents on issues and problems

**Final Product= laundry list of “the negatives!”**

Asset Mapping Approach

• Identify:
  • Resources, Skills & talents of community
  • Capabilities available (or possible) through local organizations & institutions
  • Needs

*Then tackle important issues impacting the community!*
Source: http://www.managingforimpact.org/tool/appreciative-inquiry
“At its heart, AI is about the search for the best in people, their organizations, and the strengths-filled, opportunity-rich world around them. AI is not so much a shift in the methods and models of organizational change, but AI is a fundamental shift in the overall perspective taken throughout the entire change process to ‘see’ the wholeness of the human system and to “inquire” into that system’s strengths, possibilities, and successes.”

Source:
Appreciative Inquiry (AI)

- AI recognizes that asking questions influences how people think about the positive realities.
- Moving toward change is difficult, so if we ask people to focus on the best part of past experiences, they can more easily explore the benefits of the future.
- All differences in ideas are valued and we use crafted language to create a goal-oriented vision.
- This thinking is really different from a problem solving or diagnostic centered approach.
Typically done with...

- Large numbers of people in the organization.
- We will focus on a particular format, but other formats are possible.
- May be done with individual interviews or focus groups.
- As much a philosophy as a specific methodology.
- Attempt to get multiple points of view.
- Attempt to flatten the hierarchy.
Assumptions of Appreciative Inquiry

1. In every society, organization or group, something works.
2. What we focus on becomes our reality. If we focus on what works, that becomes our reality. If we focus on problems...
3. Reality is created in the moment, and there are multiple realities.
4. The act of asking questions of an organization or group influences the group in some way.
More Assumptions of Appreciative Inquiry

1. People have more confidence and comfort to journey to the future (the unknown) when they carry parts of the past (the known) with them.
2. If we carry parts of the past forward, they should be what is best about the past.
3. It is important to value differences.
4. The language we use creates our reality.
A More Obviously Systems Oriented Set of Assumptions.

✓ All organizations or communities are centers of human connection that can serve to magnify the best possibilities of the human condition.
✓ Communities and organizations are living organisms filled with energy and potential. 
✓ All questions are interventions, and the focus of those questions, whether problem based or appreciative based, has serious implications for the tone and outcome of a planned change process.
✓ The entire system needs to be involved in the change process.
✓ Actual change is most likely when participants feel trust and membership and perceive that they are psychologically safe.
✓ Change can propagate.
## Principles: Appreciative Inquiry (AI)

<table>
<thead>
<tr>
<th>Principle</th>
<th>Summary</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constructionist</td>
<td>Words create worlds</td>
<td>Reality, as we know it, is a subjective vs. objective state and is socially created through language and conversations.</td>
</tr>
<tr>
<td>Principle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Simultaneity</td>
<td>Inquiry creates change</td>
<td>The moment we ask a question, we begin to create a change. “The questions we ask are fateful.”</td>
</tr>
<tr>
<td>Principle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poetic</td>
<td>We can choose what we study</td>
<td>Teams and organizations, like open books, are endless sources of study and learning. What we choose to study makes a difference. It describes – even creates – the world as we know it.</td>
</tr>
<tr>
<td>Principle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anticipatory</td>
<td>Images inspire action</td>
<td>Human systems move in the direction of their images of the future. The more positive and hopeful the image of the future, the more positive the present-day action.</td>
</tr>
<tr>
<td>Principle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive</td>
<td>Positive questions lead to positive change</td>
<td>Momentum for [small or] large-scale change requires large amounts of positive affect and social bonding. This momentum is best generated through positive questions that amplify the positive core.</td>
</tr>
</tbody>
</table>
1. **Define**—what will you inquire about?
2. **Discovery**—what is best in the current system? Appreciating what is, what gives life to the organization.
3. **Dream**—what is an alternative positive future, building on what is?
4. **Design**—builds a new “social architecture,” based on the discovery and dream phases.
5. **Destiny**—maintaining the change and turning AI into an organizational habit.

Overall point—it’s easier to build on strengths when possible.