



# COMMUNITY DEVELOPMENT FRAMEWORK

This framework responds to Community Housing Limited’s (CHL) commitment to describe how community development will be developed and delivered across our organisation. CHL has a desire to establish a role in community development that extends from our mission statement:

Assisting the development and sustainability of strong communities with social diversity by fostering community building initiatives to improve the health and well-being of disadvantaged people.

## VISION AND PERSPECTIVE

CHL is seeking to further achieve this vision through the practice of community development initiatives, and a community development approach to service delivery throughout the organisation.

Community development from a CHL perspective will be understood as a grass roots, bottom up approach to working with communities that recognises and challenges structural discrimination and oppression.

Community development gives primacy to local knowledge and wisdom, in a way that builds the capabilities of the community to becoming self-determining and sustainable. Core principles of equity, partnership, respect, empowerment, social justice, human rights, and participation, guide authentic bottom up community development practice.



CHL’S VISION IS:  
**A world without housing poverty.**



COMMUNITY HOUSING LTD  
GROUP OF COMPANIES



## Community Development Principles

### INCLUSION

Identifying barriers to participation in community, e.g., poverty, literacy, age, and people living with disabilities; and work to create an environment that acknowledges and addresses the barriers and embraces diversity.

### ACCESS & EQUITY

Work effectively with diversity in the community.

### ADDRESS POWER IMBALANCES

Acknowledge and address structural and systemic power imbalances.

### SELF DETERMINATION

The right of communities to make their own decisions and identify their own solutions.

### EMPOWERMENT

Community abilities and strengths are valued and respected in a way that acknowledges they have the resources to make their own decisions, control their lives, and increase their capabilities.

### DIVERSITY

Respecting difference and not imposing one world view, or believing that there is one ‘right’ way of doing things.

### SOCIAL JUSTICE

Acknowledging structural disadvantage and addressing discourses which discriminate and marginalise people.

INTER-GENERATIONAL TRAUMA as a result of colonisation.

### HUMAN RIGHTS

# PURPOSE & OBJECTIVES



## The purpose of the framework is to:

1. Communicate CHL's key directions in community development
2. Identify CHL's role in community development and how it aims to work with others
3. Provide overall context for the coordinated development of community development initiatives including, cross-sector collaborations and partnerships that reflect a shared local vision
4. Outline the governance structure for community development within CHL

CORE OBJECTIVES



## The core objectives of the framework are to:

**SUPPORT** the development of resilient, active, strong, sustainable communities.

**ENHANCE** well-being, identity, social connectedness, and belonging in community.

**BUILD** skills and capability of community and individuals.

**EMPOWER** communities, individuals, groups and organisations, to achieve their aspirations through locally determined projects that are co-owned and co-created.

**ENGAGE** external stakeholders such as funders, philanthropic investors, brokers and information providers.

**ENSURE** community development is intrinsically linked to housing provision and management.

**UTILISE** community development as an opportunity for CHL to assess and advocate people's needs, and access or create housing outcomes that address those needs.

## Priorities in order to meet objectives:

CHL agrees to focus on the following:

- Delivery of all CHL services from a community development approach, by developing staff induction and professional development training opportunities.
- Ongoing commitment to sustainable communities and increased resilience.
- Open and authentic engagement with people and their communities at all times.
- Increasing access to affordable, accessible, and appropriate housing.
- Enhance the well-being of communities where CHL has or could have a housing presence.
- Continuous learning and improvement of service delivery.
- Ongoing evaluation of projects and practice.

## Action Principles

In order to achieve CHL's vision, CHL is committed to the following action principles:

Establishing effective collaborations and partnerships.

Informed practice.

Evaluate and review of projects and community development processes.

Work in an intentional and transparent manner, whilst remaining flexible in approach.

Develop innovative and relevant community development initiatives.

Adaptive and responsive in all stages of the community development process.

Develop local skills, capabilities, and infrastructure.

Build on existing community strengths, resources, and aspirations.

View transformational change as a result of small intentional actions.

Value local people as experts.

Remain accountable.

Act with integrity.

Hold awareness of social and political context.

Respect community ownership of projects.

Commitment to people's participation and empowerment.

Adhere to community development principles (described above).

## EVALUATION & REVIEW



- Critically reflect on projects and practice via a community development network.
- Outcomes based evaluation methodology established for key project initiatives.
- Community development projects identified yearly in each State, evaluated as an extension of the tenant survey and other specific methodology as appropriate.
- Evaluation methodology developed in conjunction with CHL's Social Impact Framework.