

## **Table polarization worksheets**

### **The case for formality**

- Improved communication, consistent programs (tour de fat, NNO), higher participation if consistent-ex: 4th of July fireworks attendance much less when event held in September due to fire risk, more teamwork-collaborative, roles, structure defined, regular/better communication if neighborhoods know rules
- Communication with other groups, informed, inclusiveness, structured, consistent, "black and white", truth
- People know what to expect, informed, structure, reliability, network city wide- communication and connection, lead to succession planning- if someone moves it won't drop out
- Accountability for money being spent, people can't just take money w/o showing where it's spent, City is accountable to voters so works for their interests, city is investing in neighborhoods, keep citizens informed about city improvement processes, good communication between city and neighborhoods
- Planning- concise, established direction, aids communication, precise boundaries, defined responsibilities, processes go smoothly
- Know where/who to go to, able to take care of problems (heavy ones), networking with city officials- consistency and background knowledge, code enforcement, city is the bad guy rather than the neighborhoods, right points of contact, organization- Nextdoor is a good 1st step
- Communication- to let neighbors know when things are happening, i.e. clean up, sanding; to let individuals know where to get info, proactive from city- flyers on the door, results in well informed citizens
- Better communication, rapid conflict resolution, clear communication avenues, have an understanding of your own role
- Grant money, consistency, share ideas between neighborhoods
- Clarity on parameters and expectations, in writing/well-planned, community involvement-buy in, coordination/assistance, alignment, concise/non-emotional/fairness, processes to provide resources known

### **The cast for informality**

- Expansion & growth- pioneering efforts, more diverse suggestions and people coming, more informal, good things can run wild, localized creativity & culture making, more ownership on a personal level
- Shouldn't change things that are working, acceptance of personal situations, personal freedom
- More relaxed/lower tension, not as thorough-motivation decline, chance to share ideas/suggestions informally, variety-different needs to be addressed, definition of neighborhood is discussed differently and individuality
- Friendly, casual, neighborhoods enabled to engage themselves rather than having city involved, not a lot of red tape to go through to bring people together, trust
- New perspective/concepts, autonomy for people/neighborhood, flexibility, potential for greater good



- Allows for flexibility, allows for options, sizes can change based on issues- dynamics, get to make a lot of connections w/ city officials, people can be as involved or uninvolved as they want- choice & level of involvement
- Communications when there isn't a formal mechanism for it in a neighborhood, proactive from city
- Community within community and not so much dictation, more independence, fine tune solutions for individual neighborhoods' needs
- City remains as a resource, flexibility, community feeling
- Allowing people to innovate, share info and expertise easily/no procedure/freedom/no red-tape, flexibility, personal and responsive/less bureaucratic

#### **When formality dominates too much**

- Red tape bureaucracy, waiting on hold, doesn't leave room for diff's in neighborhood, not individualized, stunts group, could create dependent mindset, if all is done for you then neighborhoods may be discouraged from engagement
- Stifle creativity, "soul-sucking"/emotions affected, don't own it, too much control, not as much ownership, wealth
- Too much control, focus on people lost- rigidity on system, polarizing, who represents/how decided?
- City controls the neighborhood and speaks for them "socialism", creating rules for neighborhoods to follow that don't take citizens into account, feelings of government imposition "big brother", adversarial
- Too much red tape/frustrating, neighborhood loses control, too much power to few people, rigidity- approach certain way, no perfect structure, need info before decision, people work under structure differently, one group against other
- Not contact- don't know where to, police state- dominating control, too rigid
- Individuals feel controlled like they have no voice, unclear purpose/direction of city, processes can be hard to reach but if you're unaware of formal processes, options limited, especially if your communication is limited, issue can be outside of what formal processes can address
- Too much of a demanding nature, can lose personal responsibility, only rely on experts, could become too political/a power struggle, less open to change, people become disengaged, HOA board members (people who have control, shouldn't have it), personal agendas take precedence, wrong person to represent whole area/community
- Factionalizing, further marginalize, overpowering, jumping through hoops to get things done
- Big picture lost, regression-resist just because it's formal, rigidity, punitive, policing, authoritarian, feeling of loss and control of members, negativity, prohibits ideas/creativity

#### **When informality dominates too much**

- Self-appointed leader, not representative of others, confusion, becomes a joke, nothing gets done, lower participation-not sure of what's happening, some people could do all the work all the time if can't get help
- Chaos, some people happy, some upset, polar opposites, lack of specific accountability, communication breakdown, out of control, lack of direction
- Nothing gets done, planning by the way side, things go on too long, lack of effective communication, "fly by the seat of my pants"



- No regulation of rentals in neighborhoods because the city is not involved \*disconnected- neighbors don't know neighbors
- Disorganized/difficult to complete, ideas w/o results, no decision making, chaos, not enough group collaboration
- Don't know where to go, don't have a bad guy
- Messages from the city fall through the cracks, not knowing what city is doing, coordination becomes a huge issue
- Not enough people engaged, chaos/disarray, not enough communication
- Inconsistency, fairness
- Too many bosses, no resolution of problems, irregular/unfair/uneven handedness, loosey-goosey/no one knows what's going on, lack of clarity

#### **Potential actions/ideas**

- Case by case, make situations based on size of group & scenario; City has access F.C. that provides communication with the city- can decide to take interest/provides feedback back to individual
- Connections in place can get info around
- Where do we have opportunities to cross with city?
- Balance of what the needs of the community are, how the city should get involved, and what responsibility the community should take-what are the boundaries? Take a poll in each community because each community is different; Have computer be the center point of communication... A forum; Set up a program to have "sister neighborhoods" who help each other out and use each other as resources
- Neighborhood advisors to check in with on progress
- Clear liaison with city, city shows up to hear HOA thoughts/struggles, sounding board for development

#### **Comments from individual worksheets**

##### **The case for formality**

- Neighborhood night out event; love events happening around the city; I am for formalizing neighborhood leadership
- Clarity on expectations and parameters; Rules to get things done
- Community involvement; fairness; negotiable
- Communication/coordination; assistance
- Clarity; Roles and defined net; Regular communication
- Rules can bring results
- Everyone has to fit into the structured way to solve issues; when city notified each homeowner of street closing
- When people are well informed
- Increases communications; more regular and expectations; more consistency; knowing the rules better
- Communication; consistent programs; high participation and knowledge to exploit



- Improved communication; know what to expect; higher participation (tour de fat); consistency; teamwork and clear objective; defined roles and structure; rules = results
- Clear communication, objectives, teamwork
- Know what to expect; know who to go to for questions/concerns
- Information from city to us; neighborhood night out; communication from city is good
- As a gated community we have little interface with the city (road meters, fire and ambulance)
- Not all neighborhoods would participate - you would further marginalize disenfranchised communities
- Single person contact
- Code enforcement; when there are concrete rules and objectives (shoveling snow etc.), the relationship between city and neighborhood should be firm and detached from the neighborhood; be the bad guy instead of a neighbor
- Tools provided; next door training grant options; points of contact
- Neighborhood has a designated city staff person who is familiar with knowledge of city rules and problem solving strategies; Neighborhood has elected volunteers who can officially speak on behalf of neighborhood
- FoCo know where to go to get something taken care of; able to deal with the bad seed
- Understood roles, rules and ways to do things; points of contact
- Precise boundaries; defined responsibilities
- An office can provide HOA's resources that support building community that helps neighborhoods thrive
- Structure- accountability- success
- Right amount of common sense
- Clear lines of communication; clear offering of benefits/services
- Everyone is informed at the same time
- Board gets advice from the city
- Organization; structure
- There is a network of people to outreach to and connect as needed; can lead to succession planning in hoods
- Structure, measurable, rules and formulaic based; results easily tied to who; easy to track
- Truth
- Mtn. avenue block party
- Structure, guided monitoring; team building communication
- Informed; inclusive; part of a team
- Formality provides comm.; to share successes with other neighborhoods

#### **The case for informality**

- Allowing people to innovate and give neighborhoods individual flavor
- No communication; Share info easily; Flexibility; Less bureaucratic
- No communication; no leadership; no assistance; no guidance; Basically can do whatever you want
- Flexible; good at returning the wild; localized culture/creativity; ownership
- Open to new suggestions and brainstorming; new insights; new ideas
- Handle issues by each individual problem
- Allows for more creativity; Do not want the city to make more decisions for our HOA
- Always have an option to speak to a person on voicemail



- Pioneer/ownership; entrepreneurial efforts; diverse suggestions and meet needs within; outside the box and run wild localized community making and culture making
- Change of plans
- Expansion/growth; entrepreneurial spirit; diversity of people and ideas; listening to new voices; good things can expand; localized creativity/culture making; personal ownership
- New progress, expansion and growth
- Allows to adjust days and dates for events; planning events can be fun; not a lot of commitment
- Grants to use for what we choose
- Just paramedic support
- Why are we talking about this? Purpose? Are you trying to create another layer of bureaucracy?
- Flexible
- Social, business networks , recommendations (some "vetting" of recommended contracts); landscape design and assistance; energy saving advice
- Everyone in neighborhood has equal voice in opinions on issues; Leaders come forward as volunteers who want to address issues on problems; volunteers change over time; Boundary definitions change with issue (same issues affect small area some a bigger areas)
- FoCo can avail as they want
- Allows flexibility in engagement level
- New ideas; new ways of doing things
- Neighborhoods have flexibility to run as they see fit, not a lot of red tape
- Some accountability;
- Understanding each other
- Flexibility, friendly conversations; willingness to trust others ideas and values and judgment
- More relaxed atmosphere
- Lacks energy, motivation; positive ideals and suggestions
- Anyone who wants to initiate an effort in a hood can; People decide how they want to define the hood- can be different within the same area
- Creative, let it be
- Truth
- Free spirit accommodated
- Creativity, relaxed atmosphere, ability to express free thoughts
- Freedom of expression and acceptance of personal situations
- Don't intervene when everything is ok

#### **When formality dominates too much**

- No large demand on attendance
- Rigidity/prohibiting ideas
- Regression/obstinacy; Big picture is lost
- No individuality; no grandfathering
- Lack of freedom to operate as needs arise for a specific text; Not personalized; Create a desperate mindset; Rigidity
- Doesn't listen; "rules only"; black and white-> no grey area; rigid
- If you have issues which doesn't fit into structure
- Control; red tape; bureaucracy; not individualized; dependency on government; the hunger games (death)
- Rules out bearing; silly laws; less room for variety



- Bureaucracy; no room for variance/diversity (may not work for some communities; stunts growth; dependent mindset; someone doing it for you means less engagement)
- Rules, bureaucracy, red tape, hassle, stunts growth
- Lack of spontaneity; inhibits creativity; too much commitment
- No street lights
- All of FC housing permit costs- fees - rules- when the response is it is a rule/regulation" with no room for individual plans etc.
- Too rigid
- Historic designation; Can restrict good changes, logical evaluation; say with mixed feelings; do support protection of overall neighborhood character
- Elected Neighborhood council or association; board does not reflect either the majority opinion or consensus of the neighborhood; minority views are ignored by city and or council; too restrictive
- "Police State" control
- Resentment of over regulation or oversight
- Stifle; too much power to the few
- Big brother/red tape; If the city tried to impact change neighborhood policy or had people to make you feel like your hands are tied
- No participation
- Too much control
- Regulation and rules that may not work well for a specific neighborhood; too much control; adversarial relationships
- Causes tension; too much control
- City tries to take over too much control
- Fly by seat of the pants
- System is too rigid for hoods- who gets to represent the hood; What if I don't agree with them?
- Can stifle creativity; Suppresses out of the box thinking; can hinder willingness to speak up; can be fear based
- Wealth
- Soul-sucking; no ownership or control
- Control; loss of individuality; too much structure
- We don't feel like we own it; can't be who we are
- Too controlling; no free thinking; no creativity

#### **When informality dominates too much**

- Would like more event planning; More alerts of city events in a timely fashion- so we can plan around it
- Loosey goosey. Nobody knows what is going on
- No resolution for problems; irregular/unfair; informative
- No conflict resolution
- Ambiguous; seen a joke; confusion; lower participation; lack of vision or focus
- Nothing gets done
- Not enough boundaries for guidance
- Do not know which department to call about a problem
- Confusion or lack of organization; lack of vision/direction; same people doing all the work all the time



- Confusion; low participation
- Nothing gets done; not thought out/irrational ideas; confusion; lower participation; frustration; no vision; some people do all the work
- Chaos; disorganized; no unifying vision
- Loosey goosey; sometimes things don't get done
- City looks unfair because they do things with some neighborhoods and not others
- Too difficult to determine rules and roles
- Some big decisions are made with too much input from a selected group of known actors and too much industry input
- City ignores issues or resolution of problems (code enforcement use change and redevelopment); No specific city contact person available who know issues or who has familiarity with all functions
- No one know where to go for action; bad seed cannot be handled
- Ineffective engagement because many neighborhoods are not organized or have people willing to step up
- Too much individual freedom and not enough group collaboration
- Disconnected neighborhoods; neighbors don't know neighbors; nothing gets done; uninformed populace
- total accountability
- Out of control
- Disorganized/chaotic; lack of achievement; lack of communication
- Confusing; things may go on too long
- Follow up throughout; who is responsible?
- No org. efforts; lack of effective comm.; less follow-up
- Lack of structure/direction; lack of specific accountability
- Wealth
- Chaos
- Wishy-washy; inconsistent; untrusting feelings
- Chaos; some super happy v. upset; communication break down
- Communication breakdown; lack of focus