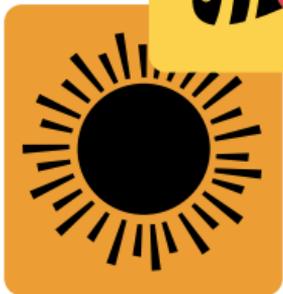
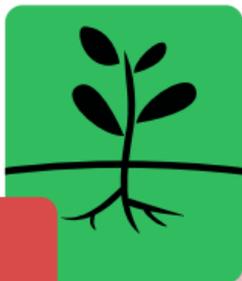
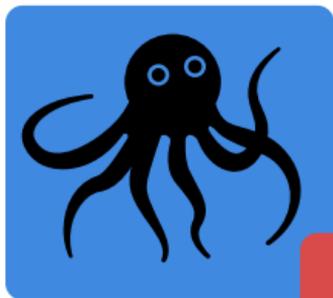


INTERGENERATIONAL BEST PRACTICES

Seven Guideposts to Impactful
Intergenerational Work at Settlement Houses



Generations Connect, an initiative of United Neighborhood Houses (UNH), helps settlement houses make intergenerational program approaches a core practice.

These cards are part of a series of tools to support organizations embarking on the multi-year and iterative process of developing an intergenerational community center. Browse them all here: unhny.org/intergenhub

This tool was a collaboration of BronxWorks, Queens Community House (QCH), and Sunnyside Community Services with UNH's Terry Kaelber, Katie Cardwell, and Valeria Mogilevich. Design by Valeria Mogilevich. Lead support provided by The Eisner Foundation.

2024



WHAT IS THIS?

Over the course of three years, United Neighborhood Houses worked with a small group of settlement houses in NYC to help them create intergenerational community centers.

We learned a lot about what makes truly impactful intergenerational programs at settlement houses and created this tool to share those insights.

It's not a definitive list, and there is no right order to read them in. We hope you will find them useful as you develop your own intergenerational programming (even if you're not in a settlement house).

HOW TO USE THESE

Use these when you onboard new staff to do intergenerational work.

Share them with staff across all departments to help them understand how you plan to do intergenerational work at your center.

Share them with participants who are part of planning and shaping intergenerational work at your center.

Bring them to meetings to help you plan your intergenerational programming for the year or a specific intergenerational program.

WHY?



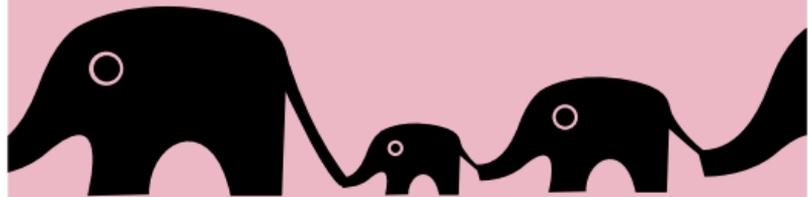
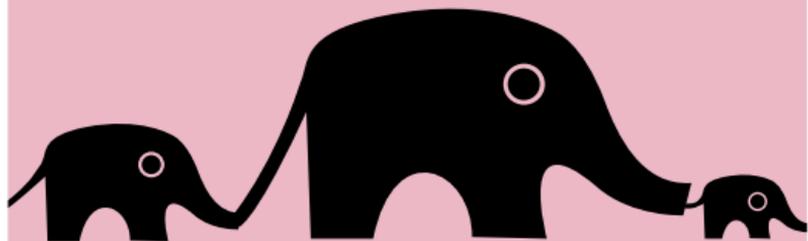
KNOW WHY YOU ARE DOING THIS WORK

Why does your settlement house want to bring different generations together?

How does intergenerational work connect to your settlement house's mission and values?

Understanding this will give direction to all your programming.

WHO GUIDES?



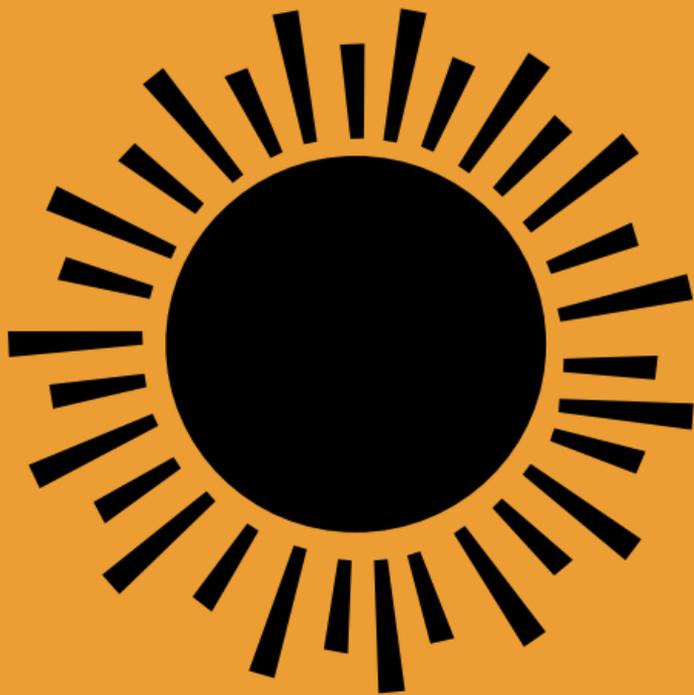
MAKE PARTICIPANTS YOUR GUIDE

Trust that participants have a lot to contribute to this work, and then help them see that, too.

Train staff to build long-term, individual relationships with community members so that they become comfortable contributing ideas, and eventually co-create programming.

Commit to year-round engagement to sustain community member interest and build their ownership.

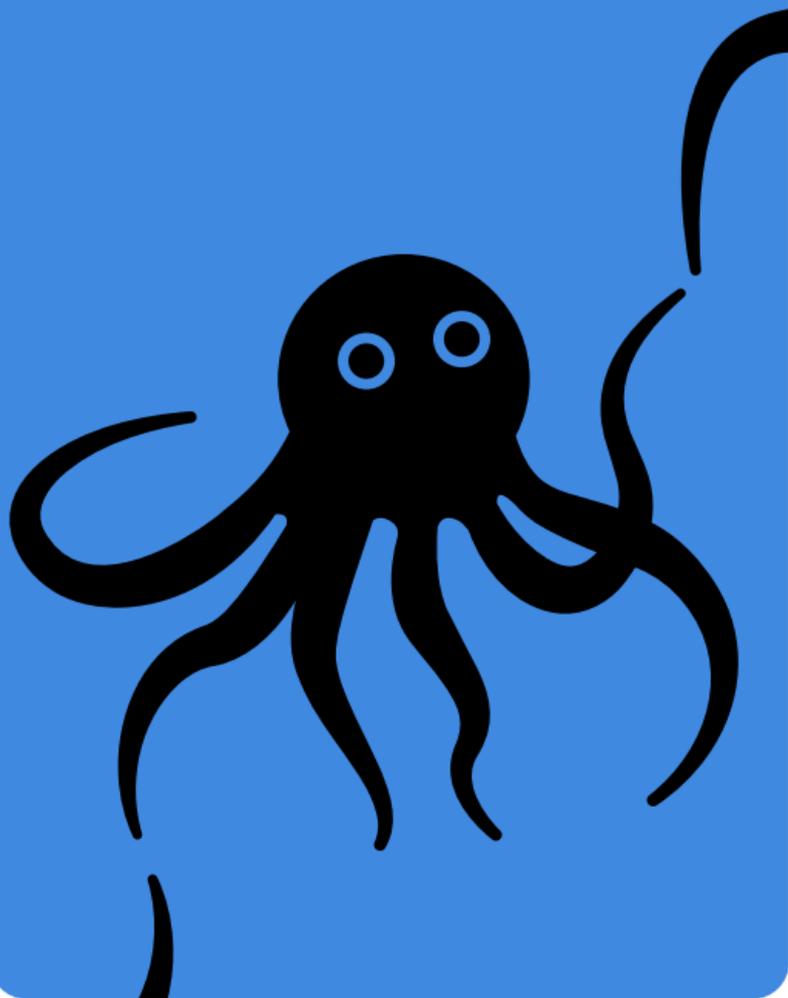
CORE VALUES



CENTER CORE VALUES

1. Build on participants' strengths, interests, or assets
2. Develop participant ownership: staff are connectors or collaborators, as opposed to program leaders.
3. Create connections: participants are building relationships with each other and learning about each others' experience.
4. Bi-directional: participants from all age groups contribute and benefit.

PARTNERSHIPS



CREATE INTERNAL AND EXTERNAL PARTNERSHIPS

Work across all departments in your settlement house.

Bring in community partners to be a part of intergenerational programming (such as NORCs, Beacon and other afterschool programs, community centers, museums, local schools, and neighborhood associations).

PLANNING

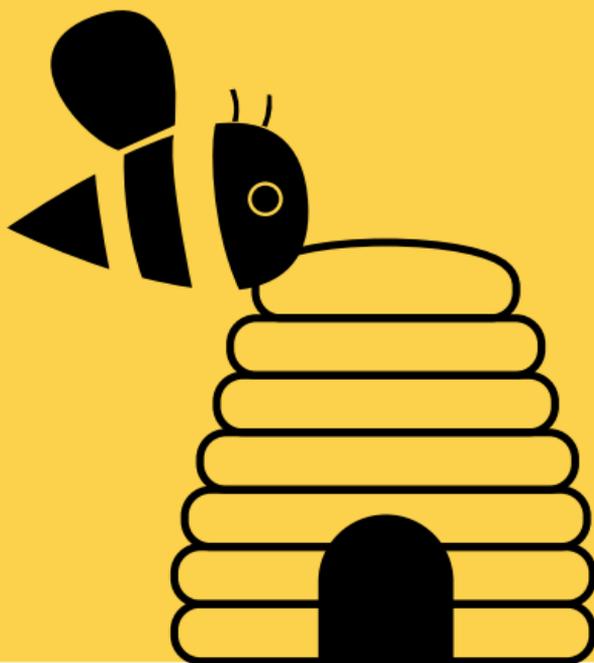
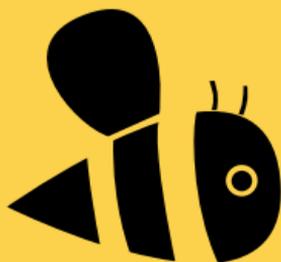


PLAN... PLAN... PLAN!

Schedule meetings on a regular basis across departments to discuss intergenerational programming opportunities.

Plan to make intergenerational work part of your contracts. Including intergenerational work as a strategy helps you meet foundation and government contract deliverables.

COMMUNITY

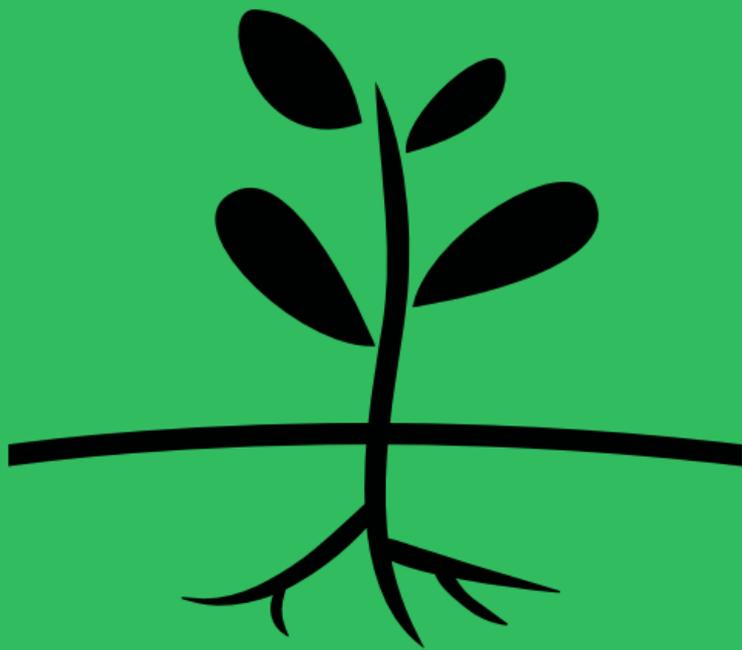


ADDRESS COMMUNITY ISSUES

When programming addresses local issues, community members of all ages see that they have agency and can play an active role in strengthening their neighborhood.

When participants from different generations work together on community issues, they create strong connections with each other and begin to reknit the social fabric.

SUSTAINABILITY



GROW ROOTS

Embed intergenerational work into your organization's DNA so that the work continues even as leadership, staff, and participants change over time.

Some ways to do this include:

- Hiring people with community engagement skills
- Conducting intergenerational trainings as part of all onboarding
- Involving community members in program design and implementation
- Highlighting all-ages programming in all of your communications