

# IS YOUR ORGANIZATION READY TO BE AN INTERGENERATIONAL COMMUNITY CENTER?

*Hello! Are you interested in creating an intergenerational community center at your settlement house? These are spaces that intentionally bring together community members of all ages. They offer regular programs building on the resources all generations have to offer and benefit participants of all ages.*

*Generations Connect, an initiative of United Neighborhood Houses (UNH), helps settlement houses make intergenerational program approaches a core practice. This survey is 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](http://unhny.org/intergenhub)*

<b>What is this?</b>	This survey highlights what it takes for your organization to be ready to become an intergenerational community center. Filling it out helps you reflect on your current practices and areas where you can improve.
<b>Who should do this survey?</b>	Staff and leadership at organizations developing an intergenerational community center.
<b>How should we fill it out?</b>	Bring together the cross-departmental team that will be leading this initiative at your organization to fill it out together. You can either work through each question together, discussing them as you go, or everyone can fill it out on their own first, and then you can compare and discuss answers one by one.
<b>How long will it take?</b>	Estimate an hour to answer the survey questions and discuss overall reflections on strengths and weaknesses.
<b>Where did this come from?</b>	This tool is based on Generation United's "Assessment Surveys for Shared Sites" in <i>Sharing Our Space: A Toolkit for Developing and Enhancing Intergenerational Shared Sites</i> ( <a href="http://www.sharingourspace.org">http://www.sharingourspace.org</a> ). We are deeply grateful to Dr. Nancy Henkin, Senior Fellow at Generations United, who developed the assessments, and to Generations United for allowing us to adapt it.

## STRUCTURE

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

Our mission statement reflects our commitment to fostering intergenerational connections

    

We have strong internal and/or external partners who are committed to fostering intergenerational interaction through a shared agenda

    

We have clear mechanisms in place to facilitate communication across programs serving different age groups

    

We share resources and expenses across programs

    

We have strong relationships with community residents

    

## CULTURE

Our key stakeholders (e.g., staff, board members, older adults, caregivers, parents) are interested in and supportive of the idea of an intergenerational community center

    

We have a culture of innovation and are open to new ideas

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
We have a high degree of collaboration across departments and work together to solve problems	<input type="radio"/>				
We invest in training for our staff in order to improve the quality of our work	<input type="radio"/>				
We believe that meaningful relationships are critical to the well-being of people from all generations	<input type="radio"/>				
We are flexible and able to adapt to significant changes	<input type="radio"/>				
We are open to programming ideas from participants and help to make those happen	<input type="radio"/>				
We have a culture of seeking out feedback from participants and find ways to engage them in the planning of our programming	<input type="radio"/>				

## STAFFING

We have an Intergenerational Coordinator or designated staff member(s) who takes responsibility for facilitating and fostering intergenerational interaction	<input type="radio"/>				
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	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
In our job descriptions, we specify responsibilities related to intergenerational programming	<input type="radio"/>				

Staff working with different age groups participate in trainings that focus on the needs and strengths of different generations and best practices in intergenerational programming	<input type="radio"/>				
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Staff from programs serving different age groups meet regularly to exchange knowledge, build common culture, and plan/ implement intergenerational activities	<input type="radio"/>				
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## SPACE

Our space is designed to foster ongoing opportunities for structured and informal interactions between generations	<input type="radio"/>				
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Our space is comfortable, safe and welcoming for all ages and abilities	<input type="radio"/>				
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We post intergenerational cues (e.g., art work and photos) throughout our facility to reinforce the importance of intergenerational connections	<input type="radio"/>				
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We use our indoor and outdoor space in ways that will encourage informal intergenerational interaction	<input type="radio"/>				
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# PROGRAMMING

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

Intergenerational activities reflect the interests of participants and are developmentally, physically, and culturally appropriate for both children and older adults, as well as for any other people involved

              

The intergenerational activities we plan focus on building relationships across ages (e.g., cooperation, exchange, friendship, mentoring, etc.) rather than just the activity itself

              

We engage participants in planning, implementing and evaluating intergenerational activities

              

Our intergenerational activities are flexible and can easily be adapted

              

Participants can choose their level of interaction, ranging from active engagement in structured programs to observation of activities or non-participation

              

Our intergenerational activities have clear and attainable goals for each of the generations involved

              

We prepare both youth and older adults before they engage in intergenerational activities

## EVALUATION

Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

We conduct an outcomes evaluation on an annual basis to understand the impact of intergenerational interaction on participants, staff, families and the broader community

              

We assess the degree to which our staff use best practices in intergenerational programming

              

## SUSTAINABILITY

We highlight the intergenerational aspect of our center on our website and marketing materials

              

We regularly promote our intergenerational center within the older adult and youth networks and to the broader community

              

We are in regular contact with participants, families, funders, and organizational partners to keep them informed of our activities and new developments

              

We work with our partners to develop additional ways we can improve our intergenerational programs and services

              

We invite our funders and other community agencies to visit our facility and/or participate in special events

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

We have cultivated champions among elected officials and policy makers

          

We have prepared for leadership and staff turnover

          

We continue to deepen and expand our intergenerational community partnerships

Based on your responses, identify 3 areas in which your practices are very strong.

- 1.
- 2.
- 3.

Identify 3 major challenges and/or areas that could be enhanced.

- 1.
- 2.
- 3.

How can your organizational strengths help address the challenges you anticipate as you develop an intergenerational community center?