

Meeting participants have roles (formal and informal, conscious and unconscious) that they play. Knowing this will help you as you prepare for meetings to anticipate needs.

User's Guide to:

# B/ART

Take an upcoming meeting and use the chart below to map out the unique boundaries, authority structures, roles and tasks of each member. How could this impact the meeting? Is there anyone that could dominate the conversation? How could you facilitate in a way to provide space for everyone's voice?



## B

### Boundary

## A

### Authority

## R

### Role

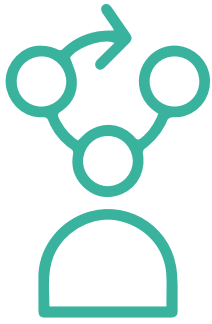
## T

### Task

Specific amount of time or area of location	Right to do work		Function of the person		Primary work of the group	
	Formal	Informal	Formal	Informal	Formal	Informal
His city of residence	FedEx national office	10 years job experience	Mail carrier	Community friend (knows everyone on his route)	Deliver mail safely and on time	Community watch - reports any suspicious activity he sees on his routes
His mailing route	Job certificate					
8:00a.m. - 4:00 p.m.						

The BART System of Group and Organizational Analysis Boundary, Authority, Role and Task  
 Zachary Gabriel Green and René J. Molenkamp (2005) (in full collaboration)





## Where does this fit in the Equitable Results Sequence?

**1**  
Whole and program population with awareness of the disadvantaged

**2**  
Targeted and universal factor analysis

**3**  
Targeted and universal strategies

**4**  
Performance measures centered on equity

As your team moves to begin committing to specific actions, you need to be aware of who owns what. Remember not all authority is official. Sometimes lived experience can be more valuable than a degree, especially when working within communities to impact change. B/ART is also helpful through the whole process as you meet with key community leaders. Get the most from your time and prep meeting content and flow based on the roles of everyone.

**Strive Together**  
Every child. Cradle to career.

## User's Guide to: B/ART

### What is this?

This is a helpful frame to understand what relationships and resources people are bringing to meetings around a specific task they are being asked to accomplish

### How could this show up in my work?

Role clarification is key! Have you ever planned a social event where someone did not help out like they were supposed to? Oftentimes when roles are unclear no one is able to own their role and responsibilities and tasks end up getting repeated or completely forgotten. Using B/ART makes sure everyone knows the roles of everyone on the team and can hold each other responsible.

### Framework in context:



A father or mother's task and authority relate to raising children. This task - parenting - defines the necessary authority to operate in that role and also sets the limits of that authority. A mother would not walk into a grocery store and start parenting the children in the produce aisle. She would be operating in her role but would be

inappropriately outside the boundary of her own family. Thinking about the supports surrounding children in their homes, communities and schools; how can properly applying B/ART align partners within their unique roles to best support children? What formal or informal authority is putting stress on the system? How is this leading to persistent disadvantage? How can other partners in the community keep key authority members that impact local communities accountable to real results?

**Notes:** \_\_\_\_\_  
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Go on the portal to learn more!  
[strivetogetherportal.org](http://strivetogetherportal.org)

