

CE Redesign Implementation Committee - 11/15/24

Action Steps to Create More Equitable Spaces

- What does leadership look like?
 - Intentional pathways to ascend to leadership without formal education requirements
 - Asking ourselves why we're not having certain conversations with those we supervise
- Trust – establishing trust across the system (within teams, between organizations, and with government)
 - What does trust look like? Need to define it
 - Acknowledging the harm that has been done and power dynamics
 - Increasing transparency and honesty
 - Seeing this group (and others) as one community (instead of internal vs. external)
 - Building infrastructure for shared decision-making
 - Authenticity and creating momentum/action steps to move to change
 - Taking time
 - Relationship-building – separate us as people from organizations
 - Understanding people's intentions and meeting a shared vision
 - How do we see the people we serve?
 - Connecting on what we have in common
- Investing in the workforce
 - Bringing staff at all levels from different organizations together to talk about strategies (retreats, etc.)
- More flexibility in contracts on how money should be spent
 - Look at what's currently in contracts and what funding requirements exist; evaluate where we can push back
- For the assessment, what are the questions and values we want to ask/establish?
 - Evaluate the current process and talk to different groups of people
- For referrals, look at who is placed into what buildings