

PROPOSED WORK PLAN – Toward Project Completion

For Discussion (Not Final)

April 30, 2020

“There is a conversation in the room that only these people in this moment can have. Find it.”

Idea articulated by Taj James, co-facilitator of the environmental justice resource distribution initiative Building Equity and Alignment’s inaugural meeting in 2013.

Highlighted in *Emergent Strategies* by Adrienne Maree Brown.

CONSIDERATIONS

- Preliminary Report
- Small group work (Jan 24)
- Facilitated discussion (Feb 21)
- Member check-ins
- Legislative outcomes

timeline



capacity



**unique
opportunities**

MEMBER CHECK-INS

- Remember the task at hand
- Consider the uncertainty of this time
- Be more explicit and inclusive about the disability and LGBTQ communities
- Abundance – a coalition
- What will it take to create change?

**What can we do
with what we have?**



**What should the
future look like?**

Preliminary Report → Final Proposal

- **Standalone Document**

- Transfer as much as appropriate
- Respond to legislative outcomes
- Focus Group Report

- **Roles & Responsibilities**

- Foundational work & graduated plan
- Complementary relationships
- Abundance: well-funded and reinforcing efforts

- **Intersectional Approach**

- Holistic perspective
- Be explicit about intent

- **COVID-19 Pandemic**

- Cracks in the system
- Highlight the need for an Equity Office

BALANCE 1



Focus on
Scope

Focus on
Vision



- Limits imagination
- Perpetuates the status quo
- Another Band-Aid
- Too much, too soon
- Over-prescribe for a future we cannot see

Imagine a more equitable future

- How does the COVID-19 pandemic demonstrate/exacerbate equity issues?
- Co-create the future we want for ourselves and our children

Complementary work

- Work in solidarity, with accountability to each other and to communities

Growth & resilience

- Structures and relationships

BALANCE 2



Urgent & foundational Work

- Serve agencies & communities
- 'Domino pieces'

Resources

- Agency funding decisions
- Prioritize & coordinate efforts
- Fund mutually reinforcing work

PROPOSED WORK PLAN

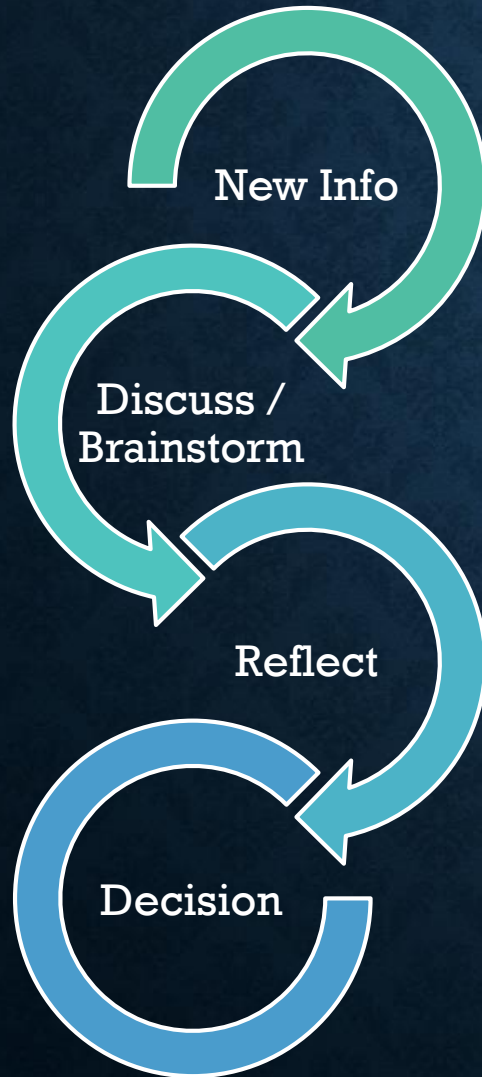
- Legislation & budget
- Focus group report
- Equity issues in pandemic
- Revised work plan

- **Make decisions**
- Form recs: partnerships, resources, priorities
- Areas to update in prelim report

- ▶ **A more equitable future (individual statements)**
- ▶ **Complementary relationships**
- ▶ **Growth & resilience**
- ▶ **Urgent & foundational work**
- ▶ **Resources**



PROCESS & OUTCOMES



- Present information
- Define what decision needs to be made
- Initial impressions
- Brainstorm
- Reflect in the interim
- Submit input/feedback as requested
- Supplemental info
- Briefly discuss options
- Make a decision OR refrain