

Organizational change - OR, WA, CA, AK

Corvallis (x3), Seattle/Tacoma, Contra Costa (SF) (x1)
(x2)

Biggest Challenge topic?

Build support & leadership input (Execs, Board)

- ability to influence

Board of non-profits aligned with organization

What type of 'evidence' need to change minds?

- metrics that matter

Boards not representative of community - how do they? there fundraise vs do work

How much board approval need to do work?

Hierarchical org structure - staff & exec work together -

Ideas Tuesday - Equity, org change

How create org change?

- pay above minimum / living wage - incentivize to stay, do best for organization (wage equity)

- no space (health navigators) within community

- narrative for org change, trust - those who we serve

- intentionally using equity lens for hiring

- hierarchy ex: all 5 at Elk Run staff at CPHA, training & prof development shared

- investment in time and engagement of staff

- professional development opportunity

ex: class, ~~to~~ economics, gender & race conversations

- build ties & equity through other topics

ACTIONS TO TAKE

Agromarketing

- trainings together - consolidate & share resources
- how digest the information gather at conferences & share with others
 - take into topics to orgs 'from the conference I learned/heard/discovered'
- how enact programs at state & community level - those who seem (if not represented in decision-making process) to get them onboard
 - participatory principle - have a say in the decisions made if it impacts you
 - * time, \$, resources to do this - BOTH/AND.

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Arthur

Organizational Change:

Biggest challenge -

Food bank trying to create an equity committee - words
of others have done something similar. - we have
White leadership → diverse staff members → how are
we intentional

- Buy-in from senior leadership → people get excited but
then it gets hard and the work stops - don't take
the feedback from staff.

- How do you keep pushing up? Engage others.

E+ Inclusion teams - organizations rely on that team
but things don't spread the work w/in the org. ?

- shared power dynamic → higher leadership needs
to hear from community

- Orgs. hire POC to be in the equity role + then all
the burden is on them

- In rural area - very segregated - POC are asked to
be on multiple boards + tokenized

- People are still doing work in siloed way.

In The ED, we have a diverse board but I haven't had any
non-white people apply for a job in ^{the} 2 years

Good ideas?

We require bi-lingual positions - staff is pretty diverse leadership is still pretty white.

- Do you know what your reputation is in those areas?
- Build a database of community relationships so that you build authentic relationships
- Onboarding + retention is important too
- Think about POC + white caucuses where people can meet to be safe
- Think about how you can make the job more attractive childcare, transportation, flexible ~~situation~~ schedule

Metrics

- people get concerned that incorporating equity isn't a part of their job - maybe we are measuring the wrong things

- Cultural-specific positions in addition to language-specific i.e. Black breastfeeding consultant to work w/ that community.

Back up the need w/ Data

Solutions lab - Regional - "Organizational change"

- What are the biggest challenges?
 - BOB's need education around topics discussed at this conference - white supremacy
 - ↳ more past personal attacks
 - MASTER GARDENERS should have equity training at training
 - "Bridges out of Poverty" - national platform
 - BOB is the first step to institutional/organizational change
 - ↳ talk w/ a couple more centers - left ppl
 - Bringing in ~~another~~ other people - not just POC, but lived experience
 - hubris - hard conversations are often avoided as even employees can be well intentioned
 - administrative challenges
 - high level managers/leadership is often still white and educated
 - hard / no ways to make up the "corporate ladder" as lower level employees (often those w/ lived experience and/or color)
 - creating spaces for formal and informal for conversations around current issues
 - ↳ that should lead public statements from leadership
- next steps
 - share out information gleaned at conferences like this
 - BOB/staff trainings

