

# SRFC Policy Discussions and Board Motion History

## Re: A more Equitable, Fair, Transparent and Open LCTS Resource Allocation Process



Suburban Ramsey  
Family Collaborative

**BACKGROUND:** The SRFC Joint Powers Board (JPB) convened the following partners and passed the following policies to ensure that our resource allocation process is more equitable, fair, transparent and open.

- **November, 2018** - SRFC JPB All Day Equity Retreat
- **May, 2018** – Reviewed DRAFT Equity Board Work Plan and moved to have the community inform Work Plan
- **September, 2019** – The SRFC JPB approved a Compensation Policy for SRFC Contractors, Cultural Equity Advisors, Youth Leaders and Cultural Healers. The board asked Cultural Equity Advisors to create a community informant process to support the board’s Equity Work Plan
- **November, 2019** – The SRFC JPB convened an In-Depth Community Conversation with Cultural Healers and Elders from the American Indian Family Center. The Theme: Culture Is the Cure. SRFC actively partners with Public Health’s Mental Health and Wellness Action Team (MHWAT) who convened a Wellbeing Discussion in 2018 on Community Healing and an All Day Cultural Healing Summit in 2019 which influenced this discussion.
- **February, 2020** – SRFC JPB heard community findings presented by the SRFC Equity Advisors called “Walking with My Community”.
- **September, 2020** – SRFC JPB approved the formation of the Community Advisory Board (CAB) and three (3) different roles for involvement in LCTS expenditure recommendations:
  1. **Regulatory Role**—The Joint Powers Board can determine where LCTS funds should be expended to ensure we’re spending funds within the 24 month window.
  2. **Community Advisory Role**—The Community Advisory Board (CAB) can make recommendations related to unspent LCTS funds, if the Joint Powers Board gives them this charge.
  3. **System Advisory Role** – The Resource Alignment Community and System Advisors meet on a yearly basis to make recommendations to the board for our Fiscal Year LCTS Allocations.
- **November, 2020** – SRFC JPB Convened a Community Conversation with Cultural Thought Leaders about Shared Genuine Power Sharing
- **February, 2021** – SRFC JPB Revised SRFC Compensation Policy to include SRFC Co-Leaders
- **May, 2021** – SRFC JPB approved a new evaluation process designed to track our equity metrics and progress from year to year. We also created a system that not only measures the quality of SRFC’s funded initiatives but the quality of SRFC as a collaborative; our functionality, reach, influence and value to our partners and community.
- **October, 2021** - This is an ongoing continuous learning process and improvements to this process will be documented and integrated into each iteration of resource allocation.

## **SRFC VALUES:**

- How are the Children? Is always our foundational question
- Our work is Complex-Adaptive/Flexible-Responsive (We stay nimble so we can attend to emergent needs and gaps and Often we are early adopters)
- SRFC is a Systems-Change Collaborative not a direct service collaborative
- We Listen, Learn, Integrate! We Always Keep our Ear to the Ground using the 3 R's Reality Testing, Research and Results Accountability
- We focus on comprehensive, integrated systems of care; both the whole family system and system as a whole (Health, Learning, Safety and Security);
- Our mantras: "No meaningless meetings" | "Leap and the Net will appear" | "There's Magic in the Messiness" We've embraced the messiness and sometimes randomness of this work and, | "Lean into Discomfort" | "Be Willing to Sit in the Fire" We're not afraid of challenging one another and getting uncomfortable – that's when the learning begins!
- Listening to our community and partners and integrating, integrating, integrating!

**LCTS funds will be allocated to address gaps and/or emergent needs in our community through a process that is more Equitable, Fair, Open and Transparent. The values and criteria we will uphold include:**

- Always tying our work back to our Mission and Vision
- Staying Equity Focused - Always supporting the under-supported/ disconnected/ marginalized children, youth and families experiencing risk factors in the areas of their Healing, Learning, Safety and Security
- Supporting BIPOC-led organizations
- Supporting culturally specific and bilingual providers
- Grounding our work in the realities of our Partnership Model (Complex-Adaptive; Flexible-Responsive)
- Maintaining an Innovative Systems Change Focus
- Honoring our partner's existing work and expertise
- Not wanting to use collaborative funds to create a competitive process. (Which has the potential to faction partnerships, disrupt continuity of care and disintegrate systems change.)
- Community capacity building | Funds build the community's capacity to care for one another
- Always increasing and diversifying partnerships
- Encouraging meaningful engagement with parents, youth, children and partners
- Employing both Evidence Based Practices and Practice-Based Evidences
- If these are one-time funds - there IS a plan in place to sustain this service