

SRFC Joint Powers Board Retreat Equity Commitments

February, 2019

SRFC'S FOUNDATIONAL QUESTION BECOMES: "Through the lens of equity, diversity and inclusion, "How are the Children?" .

- **UP OUR GAME AS LEADERS!** Become unapologetic dynamic leaders for equity. Practice inclusion and break through barriers. Move from REACTING to TRANSFORMING!
- **DO OUR WORK!** Get uncomfortable, keep educating yourself, share what you learn, speak up, stay present and engaged; don't get defensive; don't disconnect from conversations where we're tired or offended. Leaders, identify how your own way of thinking and action keep problems in place. Practitioners, understand your role in gatekeeping and consider ways to become 'gate openers'.
- **CREATE COLLABORATIVE EQUITY ACCOUNTABILITY SYSTEMS:** Equity is attached to everything. Inclusion is attached to all work. Measure progress through self-assessments and peer and customer evaluation. "We need the schools/partner organizations to align their work with SRFC's work (e.g. youth work; IZI work; Anti-poverty work; homeless prevention; community engagement; equity work; health and wellness equity and change leadership efforts).
- **MUTUAL LEARNING:** Everything we learn about equity is shared collaboratively and back at our organizations.
- **HIRE MORE IBPOC IN LEADERSHIP ROLES:** Increased access to culturally specific providers/partners at ALL levels of our systems. Equity is a requisite credential (e.g. Take advantage of multiple degrees and levels of education of so many immigrant/refugee/IBPOC who could be partnering with our programs and organizations. Find a way to look past required licensure for paid positions.) Hire more youth
- **ACTIVELY ENGAGE AND VALUE YOUTH: Students feel supported and affirmed** (teachers - diversity); they feel respected and their opinions are valued
- **ACTIVELY ENGAGE AND VALUE PARENTS/KINSHIP/CAREGIVERS: Parents/Caregivers/Kinship Families feel respected and valued for their diverse beliefs** (e.g. caregivers/families raising small children)
- **UPLIFT ABSENT NARRATIVES: Absent narratives are uplifted and supported** (e.g. non-binary language; GLBTQI inclusivity, etc..)
- **MORE INTENTIONALITY IN TRUTH TELLING AND SUSTAINABILITY AT EVERY MEETING: Fuller sense of the truth in our communications** (e.g. Honor the land @ every meeting; Inclusive Welcoming, Establish Community Agreements at every meeting)
- **CONNECT OUR NETWORKS THROUGH WIDER COMMUNICATION CHANNELS: Relationship across networks are cultivated and organized** - Networks Connecting and Communicating with Networks including youth and parents. Get a commitment from school districts to help get communications to their youth and parent networks.
- **MORE IZI'S!** Intentional Social Interaction/immersive experiences in inter-cultural/inter-generational and all dimensions of community and diversity. Support peer to peer and parent to parent support.
- **CHILDREN, YOUTH, FAMILY AND ELDER COMMUNITY PARTICIPATORY ACTION:** We need to see our growing edges through our children, youth and family and elder lenses (e.g. Ask the child (children's voice) what they want/need. Get to the root causes of problems by asking good questions, "What's fueling the belief? Problem? Concern?"; Ask the 5 Why's.)
- **YOUTH ARE VALIDATED & SUPPORTED – ACTIVE ADVOCACY** - Teach children how to advocate for themselves. Create child/youth are AMAZING awareness-raising campaigns.