

WESP

renewal steering committee capture

Review and Board Prep
December 12, 13, 14, 2023



Project Background

The WESP Renewal Steering Committee oversees the research, design, and proposal of the new iteration of [the Workforce Equity Strategic Plan](#). In addition, [the WESP renewal structure](#) will create a process to co-design recommendations, expand engagement and ensure we center the voices of those most impacted by racial disparities in the workplace.

In the next month, we are committed to deliver a **Specific, Measurable, Actionable and Accountable Strategic Plan** to be adopted by the Board of County Commissioners on January 25, 2024.

At [the team retreat in June](#), we determined our Community Care Agreements, Decision-Making Processes, and the Steering Committee's working format throughout the WESP Renewal.

We identified 7 topic areas to address, including: Accountability, Restructuring, Retention, Training, Compensation, Practice, and Data.

This capture shares the summary of our work session on the recommendations and preparing for the board presentation. In the session, we explored the following:

- Reviewing and prioritizing the recommendations
- Strategizing engagement plan for key internal partners
- Board presentation plan and draft run of show

Compensation and Practice Session Participants

Steering Committee (SC) members met at the Preschool for All location on December 12 and 13 and back at the Multnomah Building on December 14. The committee focused on the recommendations and prepared for the January 2024 board presentation.

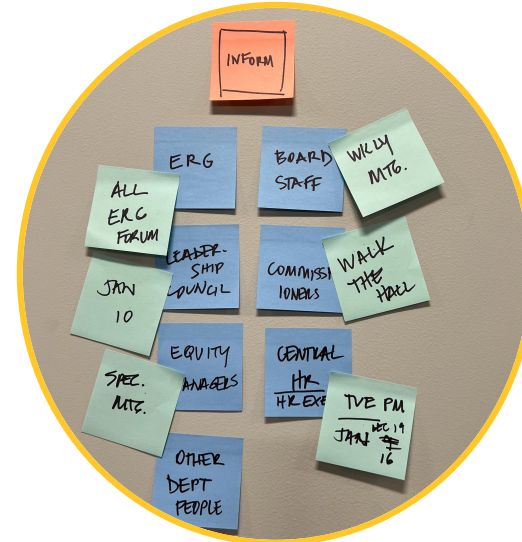
Steering Committee Attendees

Alayna Wilson
Alis Smbatyan
Arnita Tucker-McFarland
Dr. Carlos Richard
Chris Lenn
Drew Bibee
Estelle Norris
Eve Buchanan
James Anderson
Jenny O'Meara
Jonathan Cruz
Joseph Almond
Ruby Gonzalez
Dr. Timothy Ho
Sophie Wilson
Walle Brown

Facilitation Team

Dr. Veronica Cano
Ashley Carroll
Joy Fowler
Alejandro Juárez
Trisa Kelly
Mary Li

Jooyoung Oh
Mariana Parra
Rosa Garcia
Sam Silverman
Terralyn Wiley



Two Days At-a-glance

Day 1

Review Recommendations

Using a study hall format, we spent time reviewing the revised recommendations to determine if any critical content was missing and where.

Prioritization and Heat Map Exercise Round 1

We worked on sorting all of the recommendations based on high, medium, or low impact/urgency and possibility/feasibility for topics: Training, Standard Practice, Evaluation and Policy, and Compensation.

Day 2

Engagement Plan

We broke in small groups to brainstorm outreach and engagement strategies for key internal partners to brief them on the work over the past several months.

Prioritization and Heat Map Exercise Round 2

We continued with the prioritization exercise and heat mapping the remaining recommendation topics: Infrastructure, Retention, and Accountability.

Day 3

Recommendation Review

We did a final review of the recommendations to see if we were missing anything and if we were staying true to the original intentions of the group. The prioritization exercise helped inform context for future implementation plans and provided valuable feedback for the Executive Committee to review.

Board Presentation Plan

The ODE team presented a draft run of show for the board presentation scheduled for January 25, 2024. We collected feedback, invited Steering Committee members to send in quotes they'd like included in the report and/or presentation, and asked for volunteers to join ODE in presenting to the Board.



Outcomes

Prioritized recommendations

Created internal key partner outreach and engagement plan

DRAFT Board presentation run of show

Appendices

Details on Work Session Activities:

- Prioritization exercise
- Partner engagement plan

Prioritization Exercise

What We Did

Over two days, Steering Committee members worked on prioritizing all of the recommendations by topic and sorted them based on high, medium or low impact/urgency and possibility/feasibility.

What We Learned

Many of the "low hanging fruit" recommendations were sorted into the high impact/high feasibility category. And we noticed there was a good spread of recommendations over the next three years.

We worked all this time to look through our work in this process with an equity lens and the results are as if it were part of the status quo. It shows just how thick white supremacy is built into how we do things. ODE committed to reviewing all the recommendations to have consistent and bold language supporting Black/African American staff, explain in the narrative of the report that black liberation is liberation for all.



Engagement Plan

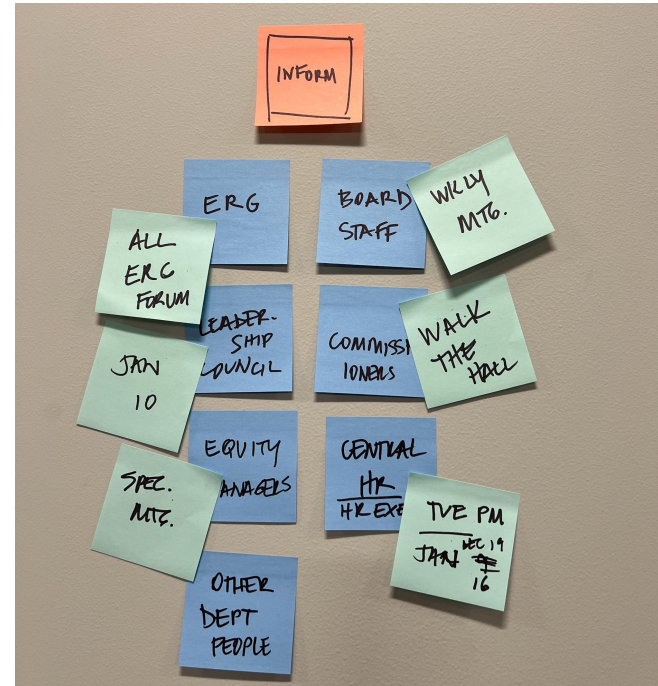
What We Did

In small groups of 3-4 committee members worked on brainstorming strategies for outreach and engagement with key internal partners to inform them of the work we've done throughout this process and what to expect in the upcoming year as we work to implement this plan.

What We Learned

There is a need for large forum to engage with all our Employee Resource Groups Leaders and their memberships. This will be held on two separate dates and times to give staff flexibility to attend. We identified many other key internal partners such as

- Chair and Individual Commissioners
- Executive Council
- HR Execs
- Equity Managers
- ERG Leaders
- Board Staff



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Thanks

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