

Focus Question:

PRACTICAL VISION: *What do we want to see in place in 3-5 years as a result of our action?*

Clients & Services	Diversity & Representation	Training & Development	Community Outreach	Sustainability
<ul style="list-style-type: none"> - Culturally reflective services - Our clients, kids & families being heard and understood 	<ul style="list-style-type: none"> - Program staff reflect clients we serve in ORR - POC invited to the table and empowered 	<ul style="list-style-type: none"> - Refreshers of E&I mandatory training - Funding for E&I training department - Ongoing training for all staff 	<ul style="list-style-type: none"> - Adopted by outside business supporting E&I work with resources of money and time 	<ul style="list-style-type: none"> - Morrison as leader on race equity in the community - Succession planning
<ul style="list-style-type: none"> - Employees reflect those we serve 	<ul style="list-style-type: none"> - Data driven practices 	<ul style="list-style-type: none"> - Regular training 	<ul style="list-style-type: none"> - Morrison external fee based trainers 	<ul style="list-style-type: none"> - <i>All</i> staff complete trainings
<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - EAC representation from all programs 	<ul style="list-style-type: none"> - Discussions in programs about race equity 	<ul style="list-style-type: none"> - All staff can communicate equity policy and goals 	<ul style="list-style-type: none"> - Sustainable structure in place that prioritizes anti-racist work
<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - Relocation cost program for staff 	<ul style="list-style-type: none"> - Program integration and understanding of white fragility 	<ul style="list-style-type: none"> - Community member appointed to EAC 	<ul style="list-style-type: none"> - Embedded EAC program so that POC will feel welcome in agency (teams, committees, etc.)
<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - Quarterly team race equity discussion with success indicators 	<ul style="list-style-type: none"> - Management/Supervisory training 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - More evidence and data that demonstrates E&I at Morrison
<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - Increase program diversity 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - Lower staff turn over - Method to address inequities - Employees integrate anti-racist

				strategies into their work
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