

# NEK Equity 1

Capturing ideas about our equity work

I used to think...Now I think...	Votes
Inviting people to the table is the goal. Now I think we don't need a table - we need real conversations - not at a Zoom meeting; not even necessarily at a table!	0
(Old) exceeding agency expectations meant that I was doing the work. (New) We can do meaningful work in a way that works for us and those we serve.	0

New idea I am taking away	Votes
Are the changes we are responsible for making, directly reliant on what lies within us? and are we fully believing/tapping into that reservoir?	0
How are social and institutional inequities in our community, being communicated at the policy level?	0

My hope for this work in my community	Votes
Strengthened collaborations and use of SDoH to help focus our work. Getting input from the community in a representative way	0
Cross leveraging of funds to co-locate resources	0

Biggest risk/fear for this work in the NEK	Votes
Biggest risk/fear... that we won't have the courage to take significant risks, to transcend our fears!	1
We quit b/c the work is so hard, requires so much from us personally, & is different from what dominant white colonialist Western culture traditionally sees and values as "work"	0
It will all go away when the grant comes to an end	0

Roadblocks that exist	Votes
Effectively gathering data and representing diverse voices	0
Sometimes questions about services and resources (or negative experiences with those services and resources) are met by organizations/agencies with excuses and defensiveness rather than acknowledgement and accountability.	0
Unwillingness (discomfort with?) to uncover our role in perpetuating the status quo and role in the persistent issues.	0

Managers from some agencies are not engaged and the direct service staff who are, are not equidistant to enabling a shift	0
Timeline for this is really short...	0

<b>How to capture community partners/individuals interest</b>	<b>Votes</b>
The use of stories rather than data to "inspire" others to action or willingness to open up to alternative ways of thinking and being	1
How do we make people feel comfortable and a part of the conversation?	0
Where can we go to sit with those who do not already have input or are not well represented?	0

<b>Who benefits from our decisions and actions and how</b>	<b>Votes</b>
Our already connected agencies / organizations. They are at this table, with a voice, and decision-making power.	0

<b>Who might be harmed by our actions</b>	<b>Votes</b>
People who we are trying to reach if they are not at the table	0
Direct service staff who are not transparently supported by their managers or organizations to activate change.	0

<b>Who leads</b>	<b>Votes</b>
There are many leaders already out there. Maybe they don't want our input, support or involvement...	0
Empowered Voices	0

<b>Who decides</b>	<b>Votes</b>
Can we commit to an open and inclusive decision making process (via widespread polling in different ways) for grant \$?	0