

8/7/24 5pm meeting of DRC Strategic Planning Committee

Present: Elizabeth, Kevin, Eileen, Julie

Julie: intro—purpose of committee, plan for today (look at quarterly report, discuss any barriers; start talking about updating the strategic plan since this one ends in 2024)

Elizabeth: Overview of the Q2 report (see report)

- EXPANDING THE CIRCLE
 - o JEDAI- Equity Toolkit; volunteer access and inclusion; charter for JEDAI committee; intro to By and Through matrix. Interest in having a board member on the JEDAI committee- extended invite to Eileen
 - o Intercultural assessments- no new assessments. Leaning on the By and Through rather than IDI; would need an external assessor—not sure about tradeoffs
 - o Elizabeth is focused on relationship building, not transactional
 - o Yul is a statewide model for other DRCs—best practices, getting interpreter services; focus is also long-term continued relationship-building
 - o Top priority in this theme (in terms of need for board support) is getting a board member on the JEDAI committee.
- LEADING THE TRANSFORMATION
 - o Highlight: Invited by Peacemaker Award recipient Cory Passion to have mediators help facilitate discussion after a film on Israel and Palestine
 - o Area for board support: now that restorative justice is moving forward, we're not stopping—need to find funding as we go. Don't want to lose momentum. Finding funding is a huge priority
 - o Eileen: My connection to restorative justice is through schools; addressing school to prison pipeline. Is there restorative justice work in schools we could be doing?
 - o Elizabeth: Did restorative circles training by someone who has worked in schools; Eileen knows a school that might be interested; Elizabeth happy to support existing restorative justice programs out there
- BECOMING A PILLAR
 - o We get lots of request for facilitation; Mike F. working with Olivia to develop a facilitator practicum; bi-monthly. Facilitation cohort
 - o DNR facilitation; going for a 2nd contract with DNR
 - o Greatest concern: short on a grant writer; need to strategize with the board- not currently getting attention we need—used to be Elizabeth's job as associate director, and now we don't have that. Logan is a program director, but that doesn't include budget or grant writing. Strategy for the moment is to lean on Jennifer's offer to help; Need to be mindful of budget and revenue- hold steady; if stable, bring on a contract grant writer to help; also could put out a call for volunteer grant writing
 - o Julie: Are contract grant writers affordable compared to staff? Elizabeth: not really affordable at market rate, but if lower than market, it can work

2025 strategic plan

- Initial reactions to level of overhaul? Lots of good work here we could build on, but we want to hear from the whole board the level of interest in overhaul
- Elizabeth talked with Curt and Deborah last month; Elizabeth's greatest concern is starting completely over and getting rid of the framework. Inclined to recommend extending strategic plan one more year. Do a greater overhaul later. Curt assumed we'd keep the pillars.
- Adding more and more objectives, but it might be good to pair them down. Could use some tidying up.

Next steps: present 3 options to the board for consideration

- Total overhaul of the strategic plan (from scratch)- caveats around Elizabeth getting her feet under her, level of near term timing investment vs. other short term priorities
- Extend current strategic plan 1 year and consider a larger overhaul in 2025
- Keep infrastructure of strategic plan and do a lighter touch of revisions, to be adopted as our next 3 year plan

Closing

- Lots of gratitude to Elizabeth for getting us organized and for doing the report-out
- Lots of appreciation for how the current strategic plan connects the board to the work