



Dispute Resolution Center OF THURSTON COUNTY

Cultural Humility Organizational Plan **2019-2020**

*Are we culturally aware within our community & living our values?
What will we do organizationally to be culturally responsible within our community?*

Organizational Values

We value personal empowerment, integrity, respect, collaboration, civility, and trust.

The Process

Step one, which has been partially underway for some time, is for individuals within the organization to become aware of their own cultural experiences and influences, as well as any privileges, and how those affect their identity, as well as their implicit and explicit bias'.

Step two is to develop an empathic understanding of oppression and the intersectionality that exists for marginalized populations, both as individuals and as a group.

It is with this expanded awareness that step three is able to occur, in which the aggregate state of the organization is examined in order to create institutional accountability, rooted in the expanded mindsets and skillsets regarding how cultural factors affect organizational function and community relevancy.

Recent History

January 2017 – the present: staff members have shared resources among themselves and with volunteers, participated in community workshops, and had team dialogues about:

- White supremacy culture;
- Implicit bias;
- Racial justice;
- White fragility;
- Privilege;
- Social justice;
- Honoring wisdom lineage;
- Identity;
- & more.

April 2019: YWCA board member and prior participant in the YWCA's Intercultural Foundations program, Stacie Dee Motoyama presented to the Board of Directors.

February 2019: YWCA staff presented to DRC staff on the Intercultural Foundations program.

May 2017 & November, 2018: volunteers participated in cultural humility in-services.

February 2018: met with Eileen Yoshina, Culture and Equity Manager for Puget Sound ESD 121.

December 2017: reached out to several recommended thought-partners on these topics, including: DSHS Director of the Office of Diversity & Inclusion (no response); the Evergreen State College’s Vice President for Equity and Inclusion (no response); Reiko Callner (referred us to Eileen Yoshina); and Eileen Yoshina (met).

Organizational Audit Research

In the interest of implementing elements of the Board’s Strategic Plan by working with a neutral third party to undergo an organizational assessment of the DRC’s cultural humility in processes, practices, policies, and programming, several options were investigated. Findings:

AORTA (CA): highly regarded process, estimated to cost \$35,000-\$45,000.

Center for Equity & Inclusion (OR): highly regarded process, estimated to cost \$55,000.

YWCA, Intercultural Foundations (WA): highly regarded process, estimated to cost ~\$25,000.

In addition, a peer-to-peer organizational partnership with an outside resource was discussed for a time with SafePlace, though in the end (November, 2017 - April, 2018), they decided to commit to the YWCA ICF program, which is done both as an individual agency and in a cohort of other area nonprofits.

Intercultural Foundations Process & Timeline

(Board: 4) (Board: 12)

Phase I:	Core DRC IF team (7 staff, board, plus 4 volunteer mediators/conciliators) completes individual Intercultural Development Inventory (IDI). Group 5-hr. debrief and planning. 1:1 individual 90-minute IDI assessment debriefs and development of Intercultural Development Plans (IDPs).	Nov. 2019 – Jan. 2020	\$5,125 (\$4,000) -budget (\$1,100) -vol. suppl.	\$7,325 (\$4,000) -budget (\$1,100) -vol. suppl. (\$1,100) -donor (\$1,125) -Board Members?
Phase II:	Six 7-hr. group workshops customized to aggregate group areas of growth. Establishment of & support for equity and inclusion committee in addressing of specific organizational plan goals. Consultation support for Executive Director and/or cross-sector team.	Feb. 2020 – Apr. 2021	\$17,800 (Budget, Donor, & Grant Support TBD)	\$17,800 (Budget, Donor, & Grant Support TBD)

Total: \$22,925 \$25,125

Criteria for Moving Forward:

- ✓ Testimonials & References
- ✓ Commitment of Staff
 - Jody
 - Jennifer
 - Joe
 - Alice
 - Oriana
 - Lucia
 - Jesse
- Commitment of Board of Directors
 - Mickey Lahmann
 - Robin Campbell (would be emeritus in 2020)
 - Mary Barrett (would be emeritus in 2020)
 - Kitty Parker (would be emeritus in 2020)
 - Bob Butts
 - Beth Hyer
 - Niki Pavlicek
- Commitment of Volunteer Mediators/Conciliators
 - Terry Teale (\$)
 - Jennifer Pearson (\$)
- Funding Plan

Grant Proposals in Development for IF Funds

Ben B. Cheney Foundation

Intel Foundation

Kroger Foundation

More about Intercultural Foundations

Reference: Tambra Donahue, Monarch: found the process to be highly valuable personally, professionally, and organizationally, and is now working on having a statewide coalition participate, based upon the experience with Monarch.

Testimonials

"Participating in an extended training series put on by the YWCA of Olympia called Intercultural Foundations was one of the most powerful experiences I have had my in 10 years working in social services. This training course changed my personal and professional life in so many ways. I learned, in a new real way, the immense power of listening to and implementing the solutions people have for themselves."

Eva Donjacour, Community Schools Director at partner organization, TOGETHER!

"I wanted to express my full gratitude for the work you are doing with our little collective and in our community. And, specifically, I was so touched by the powerful white privilege exercise. Thank you for letting us witness you in that way. I was moved by your courageous, authentic and frank vulnerability. I've engaged in similar exercises, but doing it on the heels of deep relational work rather than one-off is definitely more powerful."

Tambra Donohue, Executive Director at Monarch, Child Justice & Advocacy Center,
participant in the CEO Learning Community Cohort

Additional Actions Coming Up:

Board training on Gender Inclusivity (July 18, 2019)

Volunteer training on Gender Inclusivity (November 5, 2019)

Policy on honoring native land (tbd, 2019)

Statement of equity/anti-racism/anti-oppression (tbd, 2020)

Updated 6-27-19