

**DRC Equity Actions Matrix, Sept 1, 2020**

Ideas	Have Done / Doing Now	Could Do in Theory	Should Do / Will Do
Social Media Presence	Occasional, topical posts to Facebook	Commit staff capacity to post steady, positive presence with readiness to manage the exchange when/if it devolves; not really our preferred venue not being interpersonal.	STAFF: We do not recommend doing this at this time. There will be a contractor that supports ResWA with more frequent social media posts, which will support centers in posting / reposting more.
Community Training: Communication-Based	Cultural Humility, Bias, Verbal De-escalation (have done with CIELO, OPD, TC Sheriff's, & more).	Offer more of what we do now.	STAFF: We can do same and more of this; could we offer leadership building trng for younger audiences during this gap time?
Community Training: Peacekeeping (during demonstrations, etc.)		Not really our wheelhouse but there are others in community offering this, so we can refer.	STAFF: We do not recommend doing this.
Restorative Circles w/Justice System	Theft Prevention Circles, Restorative Justice Facilitative Dialogues (essentially VOM) restart	Pre-trial is tricky; consider options for whole system buy-in; conversation already begun; likely pilot project soon.	STAFF: We are soon to pilot this.
Listening Sessions / Town Halls	Facilitation is one of our key services. Big public occasion was Public Conversations Project - in response to Port Protests ~2010 (held several months after the event)	Models exist to do this work; critical element is individual readiness assessment vs. wide open event.	STAFF: We need a cadre of people willing and able to be trained as trainers to make this happen.
Diversifying our Training Registrants as well as the Volunteer Pool	Bilingual and bicultural mediation program uses model of working with, not for, which has led to additions of POC; listening session to be held in near future with Cielo.	Question is 'what do you need?', not only here is 'what we do, join us.' Less about outreach and more about creating an attractive org that walks the talk, has humility, lifts up varied approaches to conflict resolution.	STAFF: a) we can focus on sharing information more broadly - intentionally bridge-building with organizations that serve any group that is marginalized; b) we could set aside a percentage of training registrations for folks that identify as part of a marginalized group & simplify process of 'qualifying'; could the scholarship fund be a special donation campaign?
Internal Work: Staff & Board & other Vol.	Staff discussions on: DiAngelo's work on White Fragility and more in preparation for cultural audit; some Board members have participated in DRC's Cultural Humility training.	Book Review; Board Training; Cultural Audit, Part I.	STAFF: We will continue doing this. We may participate in the YWCA Anti-Racism Leadership Cohort.
Stated Agency Policy & Resource Sheet		Draft policy from other DRCs; we have resource materials that we can build upon.	STAFF: We can contribute to this.

Mission: The Dispute Resolution Center empowers people to resolve their disputes by providing conflict resolution services and training community members in those skills.

Vision: We envision a South Sound community that has and uses healthy and respectful conflict resolution skills.

Values: personal empowerment, integrity, respect, collaboration, civility, and trust.