

## Executive Director’s Report – May 11, 2023

<b>EXPANDING THE CIRCLE</b> of neighbors helping neighbors, who are representative of the diversity of our community as a staff, board and volunteer base.	<b>LEADING THE TRANSFORMATION</b> to a variety of approaches for conflict resolution, prevention, and restorative practices within our community and systems.	<b>BECOMING A PILLAR</b> that is a known, trusted, and valued institutional support for our community.
<b>Strengthen community partnerships:</b> <ul style="list-style-type: none"> <li>➤ As hoped, the Tumwater City Council contract with DRC to maintain and broaden access to LL/T resolution services is serving as a model for other municipalities to adopt. Both the City of Lacey and the City of Olympia have expressed interest and I will be meeting with both City Managers and members of each Council in the coming weeks.</li> </ul>	<b>Expand community outreach:</b> <ul style="list-style-type: none"> <li>➤ Luis and Jody had a very productive meeting with SafePlace recently that served to update one another on programming and opportunities for referral. Their work has expanded significantly in the arena of housing stability and they have great interest in referring clients for early resolution as well as renter certification.</li> </ul>	<b>Increase financial stability:</b> <ul style="list-style-type: none"> <li>➤ In response to the impending change in ERPP funding, our staffing reduction decisions have been made in order to ‘right-size’ the organization after the sunset of this program. This future level of staffing will represent the next phase of stable organization size and structure for the DRC.</li> </ul>
<b>Translate Equity Statement to action:</b> <ul style="list-style-type: none"> <li>➤ To strengthen our practices of centering equity, all staff will be participating in the Intercultural Foundations Intercultural Development Inventory this summer, with a collective Intercultural Development Plan being the result. After staff engage in this process and notice what could be improved, the process will be extended to the Board of Directors before year-end.</li> </ul>	<b>Expand support for educators as well as youth:</b> <ul style="list-style-type: none"> <li>➤ Elizabeth is supporting Jill, Leah and Eloise in developing next steps for the OHS peer to peer conflict resolution club. OHS has a long history with the DRC in youth services programming, so we are happy to re-start active support. Several grant proposals are in the works in order to support growth in this program area, in the hopes of launching fall programming.</li> </ul>	<b>Expand the organization’s infrastructure &amp; organizational stability:</b> <ul style="list-style-type: none"> <li>➤ While the DRC is the most technologically advanced as it has ever been, there are still some remaining equipment and tech needs for which we are seeking special grant funding. These include upgrades in software, hardware and purchasing of studio training equipment.</li> </ul>
<b>Broaden client &amp; volunteer accessibility:</b> <ul style="list-style-type: none"> <li>➤ With the opportunity to both mediate and train onsite and in person now back on the table, staff are working on getting mediators up to speed on protocols and processes since many have either never mediated onsite or haven’t for 3 years. The first onsite training happens later in May.</li> </ul>	<b>Expand access to justice:</b> <ul style="list-style-type: none"> <li>➤ Elizabeth was recently accepted into Leadership Thurston County’s 2023-2024 class! As a 2020 graduate, Jody know that this opportunity affords Elizabeth necessary time and connection with other area leaders to continue to grow awareness of and access to our services.</li> </ul>	<b>Conduct education around fundraising, in alignment with strategic plan:</b> <ul style="list-style-type: none"> <li>➤ Staff have contributed the 2023 objectives into the strategic plan that was updated by the Committee in April with November notes. The next board education session will occur in June.</li> </ul>