

## **DRC strategic planning committee 11/1/23**

Present: Julie, Deborah, Curt, Waeni, Kevin, Elizabeth, Rob

### **Committee Agenda:**

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1. Convene 5:02
2. Overview of retreat schedule
3. Overview of agenda
4. Discussion of agenda
  - a. Rob: lots of input lately, need to pause to discuss
  - b. Deborah: maybe the strategic time can include strategizing on how to do this further work and address these concerns/inputs
  - c. Curt: The morning is designed to go deeper on that equity piece
  - d. Julie: Provide history to get shared understanding of context, and then ecocycle can draw out what's going on in the system. Then "now what" can draw forward some next steps.
  - e. Rob: Need to hear what people have to say, conversations with those people.
  - f. Jody: Video can also address what's been hard about this year.
  - g. Deborah: Validation and opportunity for people to express themselves.
  - h. Rob: Particularly now that we will be going through a leadership transition, we need to figure this out and understand and take action.
  - i. Deborah: We're growing out of our skin, and we need to face it and figure out our way through together.
  - j. Julie: Suggest the board debriefs at the start of the afternoon session to hold ourselves accountable on how much we've learned and what we need to do next.
  - k. Curt: Expect we will have a committee moving forward and making recommendations.
  - l. Waeni: Volunteers won't be at the retreat—We'll need to reach them too.
  - m. Kevin: Maybe this activity could be done with volunteers later, too? We can reflect on that.
5. Fine tuning agenda and divvying roles
6. Jody overview of afternoon agenda
7. Meeting close 5:56

### **Overview of retreat agenda: 11/8/23, 9am-3pm**

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9-12 with staff

1-3pm board only

## Retreat agenda (staff & board portion)

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### Icebreaker

### DRC Equity Overview

- Prepared video 20 min from Jody
  - o Equity statement history
  - o JEDAI
  - o Equity commitment actions- status

### Discussion Activity

- Introduce Ecocycle
- Ecocycle activity – equity focus
- What, so what, now what - debrief

### Strategic plan check-in

- Small group(s) open space
- Notetakers: Julie,
- Discussion questions
  - o What resonates?
  - o What isn't connecting?
  - o What could use updating or refinement?
  - o Is anything missing?

### Supplies list

- Markers (dry erase & sharpies)
- Tape & note cards
- Sticky notes
- Easelboards and paper
- Chime/bells