

## DRC Equity Actions Matrix

**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.

**Other Anchors for Maintaining Equity Focus:** NAFCM Hallmarks of Community Mediation, 40-hr Learning Objectives, Mediator Model Standards, Strategic Plan

Are Doing - Will Continue	On the Horizon	Ideas Raised - Needing Action	Ideas Raised - Hold for Now
Culturally Diversify the Board of Directors.	* Prioritizing IDI/IDP/ICF work at the org level by training two team members to have internal assessor support for all staff, volunteers and Board of Directors.	* Optional Book Club (Until We Reckon; Re-Centering; Beyond Equity & Inclusions in Conflict Resolution; etc.)	?
Offer Relevant Communication-Based Training (Cultural Humility, Bias, Oppression, & importance of being Trauma-Informed).	* Setting aside x% of space in the 40-hour to expand access while increasing visibility and potentially expanding the volunteer pool.	? Listening Sessions; Community Dialogues; Living Room Conversations - this creates more visibility and access; harder space to test for good faith; harder to guard process; loss of privacy and confidentiality; we have resource via NAFCM curriculum; pilot the effort w/volunteers and see how it goes.	*
Expanding our bilingual/bicultural in Spanish resources in the volunteer pool and staff.	* 9/13 all staff retreat with Dr. Bre, with a focus on supporting each other as our organization grows and changes.	* Defining and setting expectations of our evolving work culture (see older "Staff Commitments" - create anew?). Will use retreat w/Dr. Bre to flesh this out.	*
Leadership Team-supported staff discussions on individual personal work in areas such as white fragility, white supremacy, class, the ADDRESSING model and the Equity Sun framework).	* More consistently offer land acknowledgement at DRC events.	* Have a service presence in community to meet folks where they are at.	*
Building more trusted relationships in marginalized communities (working with, not for) and hearing what's needed.	* All staff- make equity a weekly check-in conversation peers/supervisor; for LT, do a monthly meeting.	* Develop and be present in community using modalities that people use (text, What's App, etc.)	*
Emphasize and model that paid time can be spent on this personal and professional development around equity, including workshops, discussions, and internal book group.	* In-person service provision.	? Offer Case Consult, Coffee Talk, etc. in Spanish for community inclusion, along with our volunteers.	?
Online access and tech rooms for those that	* Jody's now on the ResWA POC	* Make skill content more accessible to	*

need devices, internet and/or privacy.		Committee working to support all centers in their efforts to advance facial equity, incl. doing the inner work to be anti-racist	the community without barriers, like the 1/2 day trainings and with small social media offerings. Volunteers can create content. Consider conflict coaching as a distinct service, possibly with a dedicated line.		
			Refine the language used by mediators to pass along the skills while using them in process - naming with transparency as a learning/teaching opportunity.	*	

KEY \* this is working; keep doing it  
 ? we haven't ruled this out & we aren't actively planning for it

*updated at 8.9.22 all staff meeting*