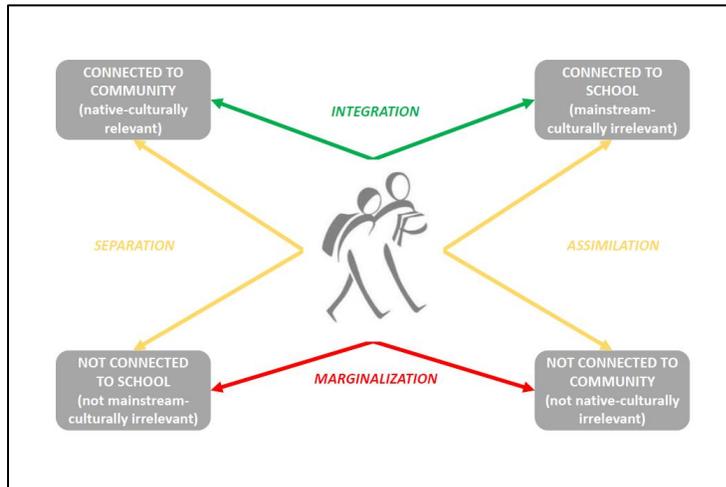


MISSION/STATEMENT OF PURPOSE

To build community partnerships based on trust and meaningful relationships that honor and celebrate all cultures to create strong support systems for each and every student, family, and community at large.



RACIAL EQUITY PILLARS

1. Challenge Inequities
2. Engage diverse perspectives
3. Be responsive to those impacted
4. Ensure that all children and families thrive.

SEMIOTIC SQUARE EXPLANATION – This graphic describes students’ connection relative to community and school. To assume that a student only ever exhibits one of these types of attachment is oversimplified. It does, however, help create an understanding of the importance of belonging and different ways and places a student achieves that.

Separation – This is a situation where a student is connected to their culture of origin/race at home/in the community and not connected at school. Picture a student who attends school but does not have a sense of belonging there. At home/in their cultural/racial community, the student has a strong identity. In the home, they speak their home language. All of their friends speak the home language. They envelop themselves in that home culture. Their cultural/racial identity is thriving at home, but their life at school is not.

Marginalization – This is a student who does not have a sense of belonging at school or home. They are adrift and are more at-risk for self-harming behaviors: drug/alcohol use, dating violence, cutting, gang affiliation.

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Assimilation – This student is trying hard to fit into/conform to the dominant culture/race at school, the White. The culture of origin at home may be strong, but the student does not carry that to school.

Integration – This is a student who has a strong cultural/racial identity at home/in the community and at school. They recognize and honor other cultures and strive to navigate them in culturally respectful ways at school and in the community. They have a sense of belonging in both situations.

WORKING AGREEMENTS

- All voices heard
- Respect
- Safe space, safe to share opinion
- Stay engaged
- Speak your truth
- Experience discomfort
- Accept/expect nonclosure
- Stay at the table, especially when the heat turns up. Monitor heat – check-in and discuss. Focus on the end goal
- Recognize your judgment and stay in the work
- Wear all of your hats in the work. Identify which hat you are speaking from
- Learning on the loose, share the learning, keep the stories private
- Clarity on next steps at the end of meeting
- Minimize jargon and acronyms, explain as needed
- Be committed. Do the work. Be accountable
- Ask questions
- Challenge ourselves and others.
- Enjoy the time together. The relationships in the Collaborative (80/20 Rule – When 80% of the time is spent on building relationships, it will only take 20% of the time to do the work.)
- Leave room for others. Time to speak. Space for differing ideas
- Strive for shared perspective (not always agreement)
- Attend to your own personal needs

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COLLABORATIVE GOALS

- GOAL #1: To ensure that every child has culturally relevant programs/services available to them that promote a stronger connection to both school & community.
- GOAL #2: To identify and empower natural leaders in the community.

WORK IN PROGRESS

Scoping Question: How do “we” work together differently so that we get community voice and build relationships directly with the community?

Diagnosing: By the end of May 2017 (?) identify the “we” (School, Parents, Youth, Businesses, Transportation providers, Community Based Orgs, etc.).

DATA

The data has not been identified as of yet.

ROLES AND RESPONSIBILITIES

Partner Lead – Tracy Myer, Bellevue School District

- Develop agenda
- Content-matter expert
- Work w/Collab to develop Working Agreements
- Lead Collab in identifying short and long-term deliverables
- Lead Collab in developing strategy to achieve goals
- Support Collab in developing Charter, community-level outcomes, and priority strategies
- Periodically review Charter, community-level outcomes, and priority strategies
- Honor & reinforce Working Agreements
- Assess Collab membership. Identify and recruit organization members needed to achieve goals
- As needed, raise accountability issues with Partner Leadership Committee
- Work to ensure that work of Collab meets goals of larger initiative
- Lead Collab in identifying measurement to track progress towards milestones and goals
- Facilitate transition of new Lead Partners as needed

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Facilitator – Kalika Curry, Bellevue Family YMCA

- Develop agenda
- Facilitate the meetings
- Work to establish and maintain Eastside Pathways' culture and best practices
- Help educate Collab members about CI & AL approaches and reinforce those approaches in the work
- Lead development of Charter
- Ensure that all members are engaged/give input
- Support Collab in developing charter, goals, community-level outcomes and priority strategies
- Periodically review Charter, community-level outcomes and priority strategies
- Honor & reinforce Working Agreements
- Maintain list of Collab membership/contact info, arrange mtg times & location.
- Send Collab members necessary communications - agendas, mtg minutes, locations, times, other events and optys
- Recruit Collab members to share mtg tasks- providing location, food/beverages, note taking, timekeeper
- Representative & spokesperson for Collab
- Write Collab update for monthly EP newsletter

Members

- Attend meetings or find a substitute from your organization to attend the meeting in your absence
- Represent your organization's voice/values in the work & other stakeholders'
- Participate actively in the collective learning
- Collect the information necessary to represent the Collaborative to your organization especially when decision-making is required
- Honor & reinforce Working Agreements
- Help identify missing voices in the work
- Share responsibility for hosting the Collaboratives – venue and Gracious Space
- Understand the work of the Collaborative and communicate that to your organization & stakeholders
- Communicate to the Collaborative your organization's priorities/values and approval/disapproval/neutrality on campaign/work decisions

[Names and contact information given on the last page]

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Note Taker

- Takes notes at the CECI meetings.
- Sends notes to CECI members in a timely manner.

Timekeeper

- Monitors agenda time to ensure that all material is covered.

Gracious Space Host

- Opens the meeting with a question that will help create the spirit and the setting so that CECI members can learn in public (be open to new ideas, be willing to risk failing, try doing things differently) based on the meeting agenda.

Snack Host

- Bring snacks to the meeting. (This one of the ways that Eastside Pathways' meetings create a spirit and setting that is more relational and invites people to learn in public.)

DECISION MAKING

Eastside Pathways collaboratives operate with a consensus decision-making model. Every collaborative members' organization must either approve or be neutral about a campaign decision before action can be taken. If consensus is not reached, discussion continues. collaborative members must be prepared to know and represent their organization. **Collective Impact is not collaboration.** We have to have a common agenda. Moving the common agenda forward together. That Agenda is owned by the organizations NOT the individuals in the room. This process is NOT efficient, and it is NOT intended to be. Efficiency is good when trying to get something done fast. For adaptive challenges fast is not the goal - it is about hearts and minds. This work takes time. It is not a linear process.

Decisions will be made by consensus using options (or types of "votes") at the point of decision-making:

- Support the proposal – Agree this is the right thing to do and willing to implement/participate in next steps.
- Accept the proposal – Unsure or disagree this is the right thing to do, but will not stand in the way of adoption, and willing to implement/participate in next steps.
- Disagree with the proposal – Disagree this is the right thing to do and unable or unwilling to implement/participate in next steps.
- Refuse the proposal – Such a high level of disagreement that adoption of the proposal puts the ongoing participation in the Collaborative and/or Eastside Pathways Partnership at risk.

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MEETING SCHEDULE

First Monday of each month; 11 a.m. – 12:30 p.m.

Location TBD.

MEMBERS

Name	Organization	Email
Silvia Honores – <i>Lead Partner</i>	Bellevue School District	honoress@bsd405.org
Tracy Myer – <i>Lead Partner</i>	Bellevue School District	myert@bsd405.org
Kalika Curry – <i>Facilitator</i>	Bellevue Y	kcurry@seattlemca.org
Deanna Hamamoto	Asian Counseling and Referral Service	deannah@acrs.org
Juan Arroyo	Bellevue LifeSpring	juan@bellevuelifespring.org
Paul Lwali	Bellevue Y	plwali@seattlemca.org
Mark Manuel	City of Bellevue	mmanuel@bellevuewa.gov
Cathy Habib	Eastside Pathways	cathy.l.habib@gmail.com
Stephanie Cherrington	Eastside Pathways	stephanie@eastsidepathways.org
Susan Sullivan	Eastside Pathways	susan@eastsidepathways.org
Rita Badh	India Association of Western WA	rita@iaww.org
Blanca Lujan Westrich	International Community Health Services (ICHS)	blancaw@ichs.com
Ferrin Lauve	Kiwanis	ferrinlauve@msn.com
Devon Love	Public Health-Seattle & King County	Devon.Love@kingcounty.gov
Mercedes Cordova-Hakim	SOAR	mercedes@childrenandyouth.org
Mark Pedrin	Westminster Chapel	MarkP@westminster.org

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