

Reimagining Leadership 2021-2022 Overview

Actualizing Racial Equity within Eastside Pathways

In January 2021, the Eastside Pathways (EP) Board Development Committee expanded its strategic goal from "diversifying" the Board to a broader goal of reimagining the entire Partnership leadership structure. The committee built a process and timeline for this Reimagining Leadership effort, and with the approval of the Board in May 2021, the work began.

The Leadership Table is charged with supporting the work of the Partnership to improve outcomes for children, youth and young adults in East King County. To achieve this equitable, culturally responsive, anti-racist leadership structure, stakeholders were convened who represent different lived experiences, racial and cultural identities. The group

- Community Partners
- Organizational Partners
- Young Adults

included:

- Backbone Staff
- EP Board Members

The Reimagining Leadership process was divided into 3 phases:

Phase 1 Relationship Building and Decentering Whiteness.

Phase 2 Create the leadership table structure, culture, and norms - Who, What and How.

Phase 3 Synthesis and adoption of the Who, What and How as guide for evangelizing and ongoing work of the new Leadership Table.

If you are interested in becoming an Eastisde Pathways Community, Organizational or Funding Partner, joining the Leadership Table or for information please visit www.EastsidePathways.org

WHO

Accountable
Adaptive Community Leaders
Advocates
Anti-racist & Anti-oppressive
Collaborators
Dynamic & Diverse
Intergenerational
Learners & Listeners
Representation
Targeted Roles

WHAT

Accountability
Adaptive Leadership
Anti-racist
Collective Impact
Community
Continuous Improvement
Data Driven
Developmental
Evangelical
Historically Informed
Investment
Shared Power
Systems Thinking
Targeted Universalism
Transparent

HOW

Accessibility
Accountability
Anti-racism
Authenticity & Acceptance
Diversity
Dynamic On-boarding
Gracious Space
Healing
In Community
Integration
Professional Development
Trust & Honesty
Shared Power
Welcoming
Youth Leadership

"Identify, address, and take steps to dismantle racial inequities in systems and practices that marginalize children, youth, young adults, and families."

- Eastside Pathways, Strategic Plan 2020-2023