

EASTSIDE



PATHWAYS

# Reimagining Leadership Task Force

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SUMMARY OF FINDINGS

BELLEVUE CITY HALL

MARCH 31, 2023

# Eastside Pathways Reimagining Leadership

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**This presentation was put together to foster:**

**Alignment:** Clear boundary of your authority and tasks in your role as partners within Eastside Pathways Partnership – Collaborative Action Networks (CANs), Councils, Backbone Board and the new Leadership Table.

**Recognize & Celebrate:** The Eastside Pathways partners who co-developed our new model for equitable consultative leadership of the Partnership.



For more information about the Leadership Table please visit our website [www.eastsidepathways.org/leadership-table-background/](http://www.eastsidepathways.org/leadership-table-background/)



**Adam Dibba**  
Africans on the Eastside



**Helena Stephens**  
City of Bellevue



**Shomari Jones**  
Bellevue School District



**Catherine Cruz**  
Lake Washington School District



**Paul Lwali**  
Friends of Youth



**Kalika Curry**  
Eastside Pathways



**Michelle Williams-Clarke**  
Eastside Youth Coalition



**Nkumbu Chisebuka**  
Eastside Youth Coalition



**Helen Wong**  
CISC



**Miguel Messina**  
Youth Eastside Services  
(former)



**Sandy Nathan**  
Eastside Pathways



**Sapan Parekh**  
Bellevue College



**Haruka Kojima**  
Community Partner



**Liliana Medina**  
Sistema Escolar



**Unica Le**  
University of Washington



**Jackie Bui**  
Youth Eastside Services



**Megan Bui**  
Bellevue College  
(former student)



**Alma Gonzales**  
NISO Programs



**Sue Baugh**  
Community Partner



**Cathy Habib**  
Eastside Pathways



**Tom Brewer**  
Bellevue Presbyterian Church



**David Downing**  
Youth Eastside Services



**Stephanie Cherrington**  
Eastside Pathways (former)



**Amy Wasser**  
Eastside Pathways



**Jesse Franklin**  
Rainier Athletes



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### Introducing the **Eastside Pathways Partnership Leadership Table**

The new Leadership Table (LT) was co-developed by partners, (the Reimagining Leadership Group - RLG) to center those most impacted, ensure representation from diverse stakeholders and provide guidance to the Partnership. LT members hold informal authority as advocates for their communities.

The Leadership Table members will act as advocates for community-level priorities, provide guidance on the Partnership's mission and vision, and hold formally authority on behalf of collective work of the Partnership – CANs, Councils, and programs such as All Partner Meetings (APMs) and/or leadership development opportunities.



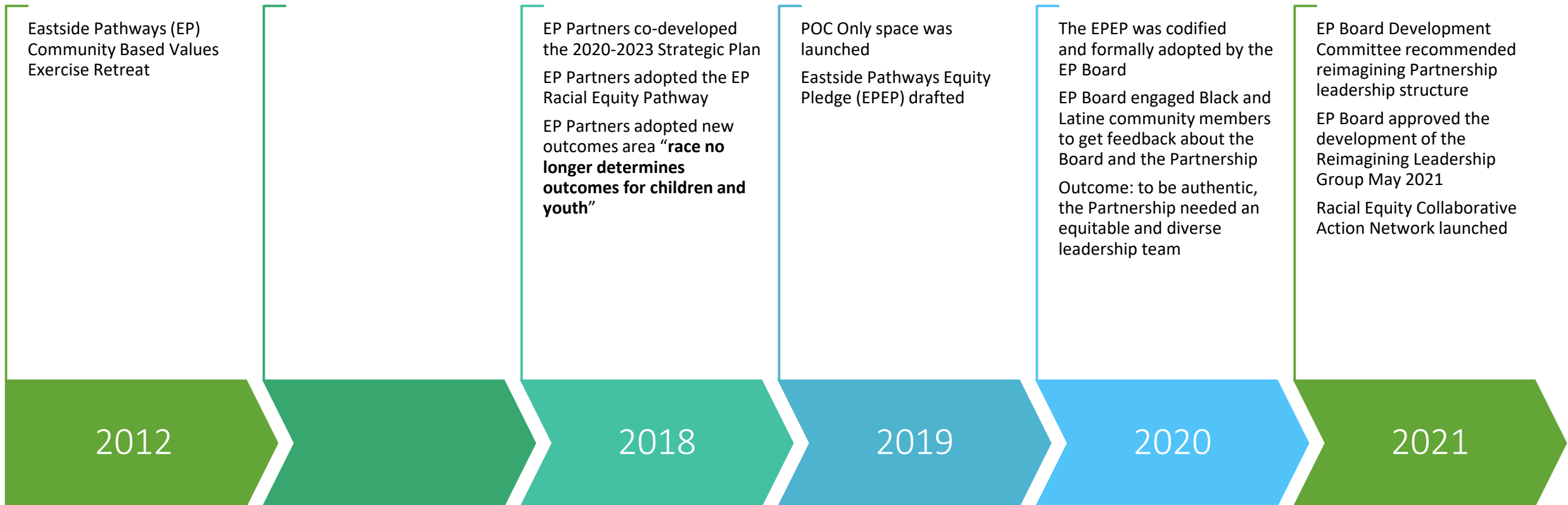
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### The **Backbone Board**

Will continue its responsibilities over the Backbone organization to select the Executive Director, maintain financial integrity, fundraise, ensure legal adherence and effective Backbone organizational planning.

All **formal authority** on behalf of the Partnership has been transferred to the Leadership Table.

# Our Racial Equity Commitment in Action





# Working Agreements

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- Speaking order to prioritize people of color particularly Black/African/African American
- Hold space for the “other”
- Prioritize your breath (fill your bucket, as you pour into others)
- Check for understanding
- Pause. Reflect. Collaborate/Act.
- Speak from your personal, immediate and local.
- Asset framing; watch out for the “I’m just” narrative.
- Ask the question “for whom?” in Person, Role and System.
- Principles of Courageous Conversations:
  - *Stay engaged*
  - *Speak your truth*
  - *Experience discomfort*
  - *Expect and accept non-closure*

*These agreements  
were co-created  
to sustain the group  
of diverse stakeholders  
in high-heat  
conversations long enough  
to co-develop adaptive  
solutions.*

# Adaptive Challenges

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**Lack of trust from the community, particularly with community People of Color.** Due to a history of over extraction, no/low action, and inequitable power dynamics.

**Zero sum game, scarcity mindset.**

**Lack of clarity** – the Partnership vs. Backbone, individual organizations work vs. collective work.

**Person dependent authority/influence** and contributions from partners in the CANs.

**Social capital** to do the work is hard to gain and easy to lose.

**Lack of representation** from those with low/no organizational authority – those most impacted at the Board Partnership level.

**Board oversight** (historically white, predominantly male) for the Backbone and Partnership is not sustainable and/or clear.

**No clear pathway** to becoming a Board member.

# Shifting-power to those most impacted

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From May 2021 to present day, a group of Eastside Pathway's partners and community members worked to identify adaptive challenges and co-develop strategies, tactics and assets to shift the guidance and oversight of the Partnership to those most impacted. This work was convened over 4 phases:

**Phase 1 | Container Building, Affinity Spaces and Lookback** | Facilitated by Fernell Miller & Fran Davidson

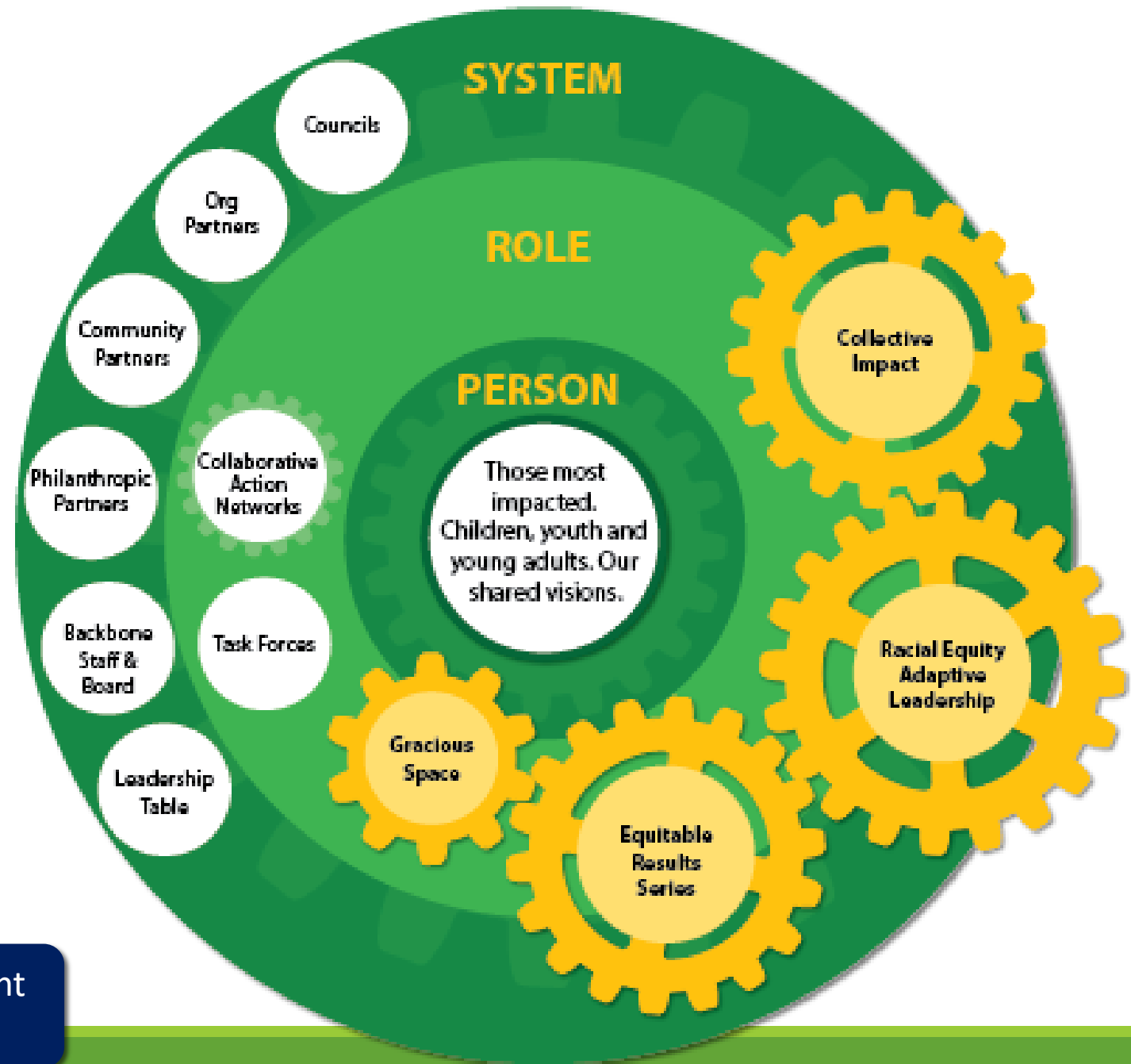
**Phase 2 | Culture and Framework Development** | Facilitated by Sarah Cotton-Rajski

**Phase 3 | Development of Structure for Nomination, Selection and Benefits** | Facilitated by Backbone Staff

**Phase 4 | Nomination and Selection Process of the starting group of members** | Facilitated by Sandy Nathan

Partners will come together to identify and address systemic - cross-sector challenges through continuous communication, data sharing, and mutually reinforcing activities.

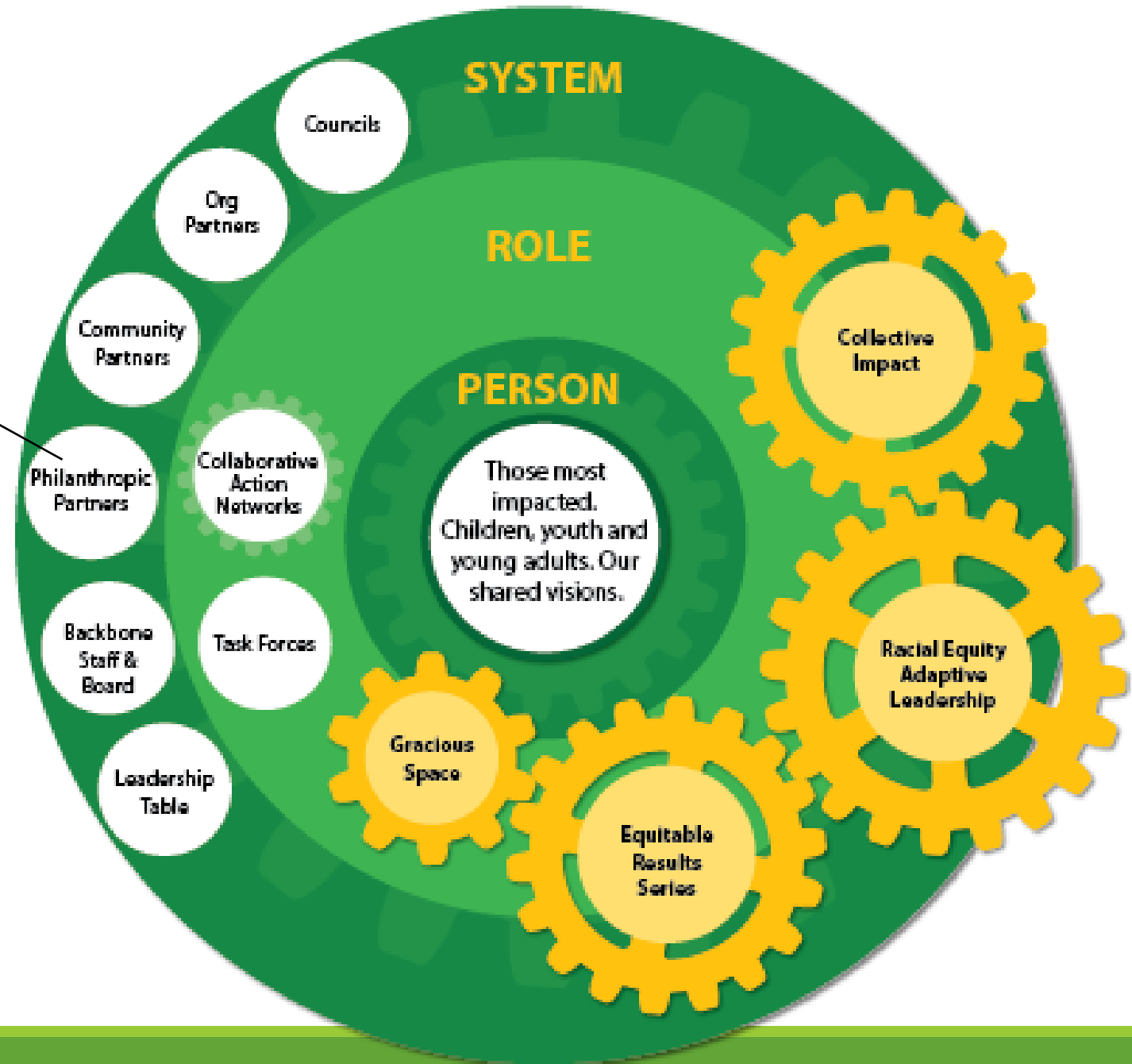
The priorities of the Collaborative Action Networks represent the shared vision of Partners and the children, youth and families they serve.



Partners are members of Partnership with a point of view and make contributions to the work.

Leadership Table will work alongside partners, the Backbone, and Councils to provide the time, talent, and treasure to move the collective action networks and task force initiatives of the Partnership forward.

Centering and empowering those most impacted at every level of the Partnership.



Consultants provide information and recommendations.

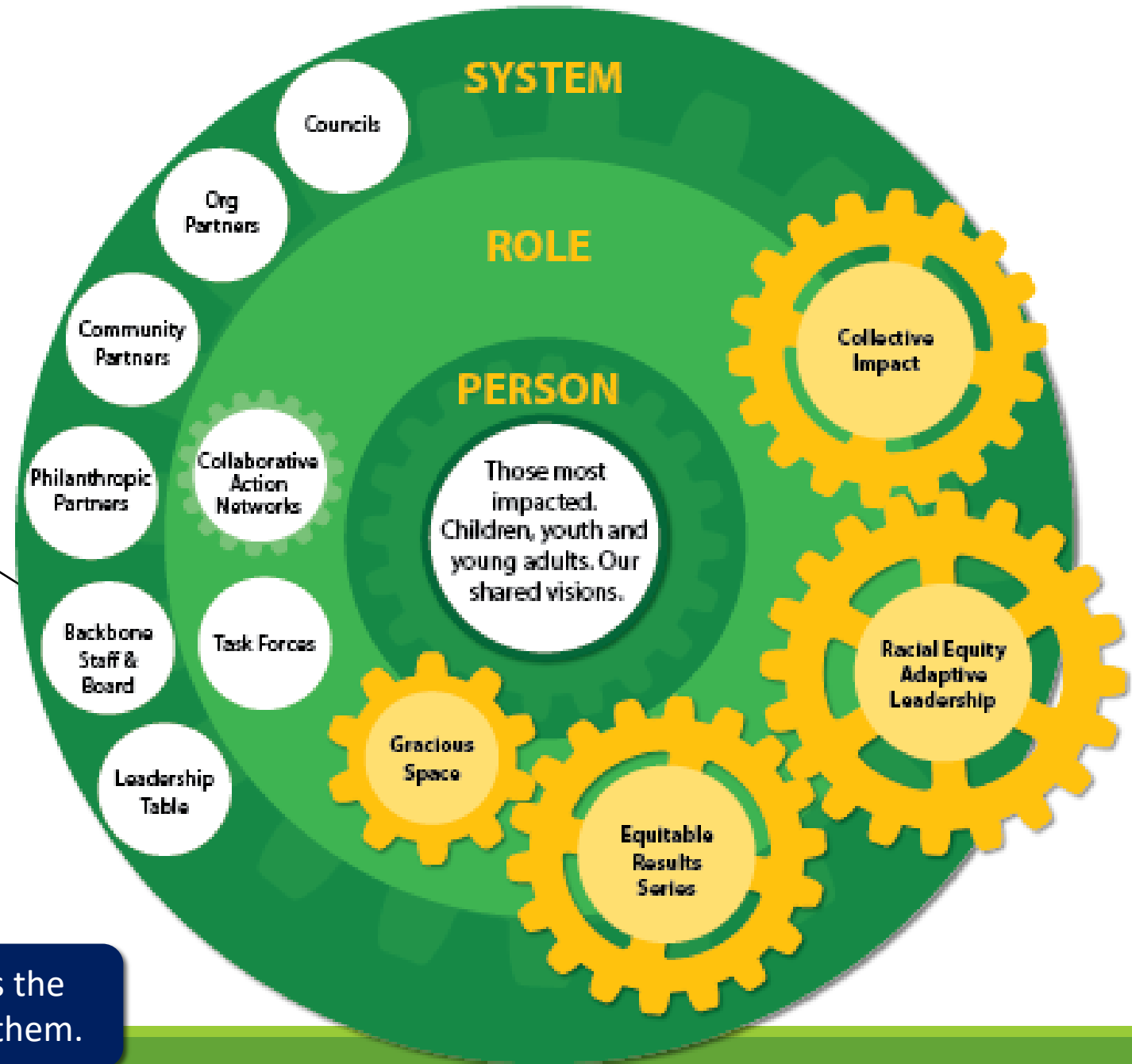
### Adaptive Work

The Backbone will continue to act as the convenor and facilitator of the Partnership.

Providing facilitation of Adaptive Leadership competencies, sequenced to identify systemic challenges, develop and test adaptive solutions.

### Capacity Building Work

The Backbone will also coordinate resources and coaching to strengthen the efficacy of the partners and Partnership in tools used to drive our collective efforts.



Convenor defines results and owns them.

Facilitator guides the group to achieve them.

# Reimagining Leadership Group Members

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Sue Baugh, Community Partner

Tom Brewer, Bellevue Presbyterian Church

Jackie Bui, Youth Eastside Services

Megan Bui, Youth

Stephanie Cherrington, Eastside Pathways

Nkumbu Chisebuka, Youth

Catherine Cruz, Lake Washington School District

Kalika Curry, Eastside Pathways

Adam Dibba, Africans on the Eastside

David Downing, Youth Eastside Services

Jesse Franklin, Rainier Athletes

Alma Gonzales, NISO Programs

Cathy Habib, Eastside Pathways

Shomari Jones, Bellevue School District

Haruka Kojima, Community Partner

Paul Lwali, Friends of Youth

Unica Le, Youth

Liliana Medina, Sistema Escolar USA

Miguel Messina, Youth Eastside Services

Sandy Nathan, Eastside Pathways

Sapan Parekh, Bellevue College

Alondra Rodriguez, Youth Eastside Services

Helena Stephens, City of Bellevue

Amy Wasser, Eastside Pathways

Michelle Williams-Clark, Eastside Youth Coalition

Helen Wong, Chinese Information and Service Center



## Next steps...

- Leadership Table (LT) members meetings will launch in Q2.
- The remaining adaptive challenges identified through the RLG process have been shifted to task forces. (See next slide for details).



Seeking Partners to Join these task forces.  
Email [partnercomms@eastsidepathways.org](mailto:partnercomms@eastsidepathways.org) for more information.



### **History & Storytelling**

Leverage the wisdom of EP partners and community members to capture the history of Eastside Pathways and create storytelling norms.



### **Youth Partner Pathway**

Adapt the Partnership framework to include supports and a partner pathway for Youth.



### **Operations & Structures**

Assess the current structures and make recommendations to ensure effective implementation of the Leadership Table.



### **Accessibility**

Assess our current practices and make recommendations for new policies and practices to ensure that all people that need accommodations are supported and welcome.