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Overall Success Plan Meeting Summary

During the Success Planning Meeting Arc, the Eastside Pathways Backbone Staff held meetings to cover five (5) main themes: Cradle to Career Outcomes; Partner Priorities and Capacity; Community Needs and Opportunities; Convergence and Collaboration; Taking Measurable Action

During these meetings the participants wanted to understand:

- The cradle to career outcomes and what data is truly available to measure these outcomes
- The linkages between and among Partners in particular sectors
- The importance of the Partnership outcomes vs the Process/Journey to achieve them
- Why the outcomes feel like civic/government directives
- How individual were plugged into the Partnership
- How Eastside Pathways Racial Equity work is measured
- The EP value proposition for parents
 - Can Eastside Pathways empower parents to lead the deltas at their school (have that change last)
 - Parent education about the school system & leadership = advocacy -> move into positions of power school board
- Landscape analysis of current Partners who do parent education/ engagement. Reduce duplication + fill gaps
- The priorities in their own and fellow Partners area of influence and/or strategic plan for age 0-26 in East King County by 2026?
- How Eastside Pathways results directly impact the communities the Partnership serves?
- Where is there a specific space to discuss shared outcomes and take action on them?
- The true impact of the partnership
- Lack of effective representative decision makers, or process for reps to bring issues back to org to those decision makers
- Attendance trends in programs, partnership level meetings
- How well-defined are EP partner pathways.
- How can Eastside Pathways better engage families/youth who are not connected to the school district?
 - Roadmap did a youth report would love to see it expand, if we are truly authentic in listening/make action
- How to increase and measure accountability? Questions about who should show up to EP meetings and who can make those changes within the organizations were brought up.
- How can we continue the work/movement if you don't understand the VALUE of our presence in the meetings? Can the C-suite/execs be held accountable to make sure their organization can provide staff to be included in the work with the partnership?
 - How can leadership/C-suite ensure that representatives/staff are authorized to share best practices and have structures/pathways to carry the work forward within their respective lanes?

Participants learned:

- Strive Together (Eastside Pathways' parent organization) ranks each of the 70+ partnerships along a continuum of collective impact gateways. (Exploring, Emerging, Sustaining, Systems

Change, Systems Transformation, Proof Point). Eastside Pathways is currently part of the 52% of the Strive Together communities (34 of 65) that are in the Sustaining Gateway.

- Relationships must be built to have hard conversations
- More institutional knowledge of EP when framing where we want to continue to grow and acknowledging the past harm
- The availability and sustainability of a “Pay to play” model
 - A flexible and equity-based fee structure to engage in this work
- How to reframe what is the Backbone’s work vs the Partnership’s work –do our priorities align ?
- The absence and continued need for youth voice in Eastside Pathways spaces
- Connections and access to resources, people we serve
- The need for an annual calendar with opportunities to participate so partners can plan/see holistic view
- There is collective hope as humanity is fading, EP brings it back
- Centering the needs and contributions of those furthest from justice (community) increases the likelihood of success and ensures that Eastside Pathways can fulfill its Equity, Diversity, Inclusion & Belonging (EDIB) commitment.
- Learning to live with discomfort, in order to get the next level you will have to get uncomfortable, we don't rise to the levels of our goals we fall to the level of our systems.

Partnership work that Participants wanted to measure, and data they want to help measure it:

- Eastside Pathways Racial Equity work
- High school Outcomes
- Mental Health Outcomes
- Parent Engagement
- The unique value adds that Partners have to keep them involved in EP work (Your “why” to stay at the partnership table) e.g.:
 - Connections and partnerships along the way ++++
 - Belief that collective impact IS the way forward +++
 - racial equity efforts
 - Interest convergence (internal- within the organization, with EP partnership’s directives and with other partners)- ways to ensure partners see their skin in the game, value add.
- Grounding and define what “success” means in P/S/R for partners
- Key indicators for partner priorities
- The Eastside Pathways Partnership’s ability to draw funding to direct Parent Engagement to under resourced high needs school to bring about system change? (I.e. LEV Southshore partnership)
- The supports the partnership provides to aid EP Partners in moving the needle on those priorities.
 - What conditions and/or patterns of behavior make the (collective) Partnership progressive and impactful on the outcomes?

- How is being progressive and impactful defined in EP Partners area of influence (formal and/or informal authority)?
- Having specific deliverables that we can work for as a collective
- Feeling unsure of the impact/outcome of staff time here
- How can the Eastside Pathways be better at sharing what the partners/partnership is doing
- Decision-making Protocols:

Participants learned about various models of Funding:

- How might EP approach funding as a collective?
 - ID joint projects
 - Power mapping member relationships with foundations, government, and individual donors and then doing collective outreach
- Where are the financial gaps (currently) for ages 0-26 in East King County (i.e. housing, tutors?)
- How do partners grow to be able to give (in leadership + board)
- Grants --not in alignment with priorities
- Sustainable funding
- Earned income for shared data (community needs assessment) facilitation support, resources for learning, etc
- Diversify funding streams through individual, corporate, workplace and foundation sources
- Grow capacity for fundraising within EP
- Expand definition of support for partnerships
- Power mapping of partners' relationships with funders/donors

Success Plan 2023 Meeting Notes/Summaries

Meeting 1 (August 3, 2023) C2C Outcomes

OVERALL THEMES:

- Desiring clarity (C2C Outcomes, available data)
- Connection (understanding linkages between and among Partners in particular sectors)
- Finding yourself in the 3Rs (Roles, Resources and Responsibilities) and understand the role each Partner and/or Partner representative plays in moving the work forward

C2C Outcomes

Deltas

- Don't see themselves in the image
- Same data, so long
- Lagging Indicators that isn't focusing on the community or the journey
- Outcomes vs Process/Journey
- What we know vs Status Quo
- Antiquated image and language
- Feels like Gov/Civic directives
 - Funding
 - Accountability (federal)
 - Staying power
- Access to Data is a BIG struggle
- Does the impacted community know how to access these data?

Opportunities

- Add to the C2C outcomes so it reflects our community better
- Add focus on Racial and Ethnic Equity Indicators (17 additional indicators from Strive)

Strive Together Theory of Action

How to do this work? How well?

Out of the seven (7) gateways 52% (34 of 65) in sustaining

Exploring -> emerging -> sustaining (#3) (2 years) -> system change -> system transformation -> proof point

- △ Explaining how we do, what we do
- △ Group composition = capacity as it relates to C2C change
- △ I can't see it (Org)
- △ Yes as CAN

Racial Equity Outcomes

- POC Convening (continue)
- White Affinity (restart)
- Wisdom Series (continue)

- Racial Equity CAN (continue) -define purpose

*more PR to invite participation

*how do people plug in? Partner/staff/board members/EDs. When do I join?

Opportunities for + to share DEI personnel/ staff to get engaged, supported <-- Can the CAN do this?

Yearly commitment to [Racial] Equity Pledge

- Action of signing
- Accountability... action of participating?

How is Racial Equitiy work measured?

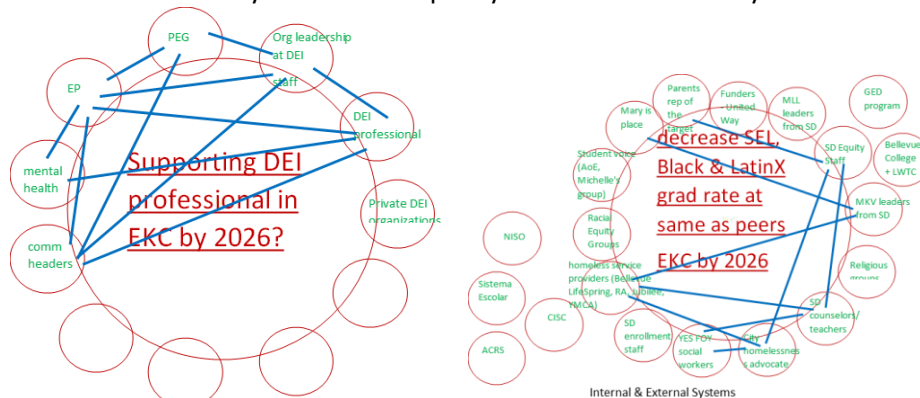
Turn up the HEAT

Measure individual and group outcomes/ inner goals of system change

Event	Job openings Joining X turn up the HEAT
Pattern of behavior	measurement
Structures	Group comp (CAN) POC, White, Wisdom EPREC (DEI prof) <-- how does EP improve this?
Values/ Mindsets	EPEP

High school outcome

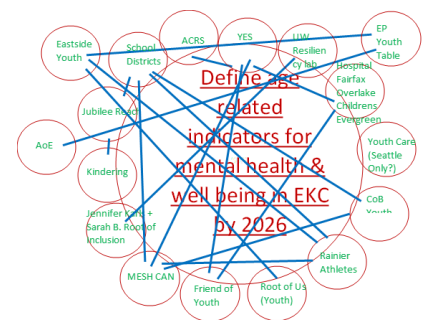
- Break the cycle of poverty
- Understanding the school system from parents
- McKinney-Vento and unaccompanied youth
- Train the system on other circumstances (from parents or guardians)
- Affidavit of residency shouldn't disqualify them from McKinney-Vento or other services



Mental Health Outcomes

- MH education in every grade
 - Identify MH wellness components in every grade
- Supports for student, parents, family
 - MH education components
- Culturally relevant, safe, stigma free
- Knowing the signs to look for when student or family may need help/ intervention
 - Knowing appropriate intervention
- How to enable & support youth mental health in their own terms

Partner The 3Rs (Roles, Relationships & Responsibilities)



- All 3 interrelated
- Factors that enhance success in EP Partnership?
- Factors that decrease success?
- Clearer definition/ understanding of individual role + responsibilities, know boundaries, acknowledge limitations
- Landscape + level set of understanding at beginning of each meeting
- All CoB Partners (?) can help by define/ clarify EP Partnership messaging
- Partners each need to look at EP why/ mission/ work and quickly draw connection back to their org
- EP asset... brings people to the table and keeps them who have good relationships in their community, sphere of influence
- Importance of welcoming in new people, esp as staff changes
- How does org know which person in org should attend different meetings
- Relationships must be built to have hard conversations

Factors decreasing Partnership Progress

- Lack of engagement by partners
- Unclear path of action
- Partner turnover- interrupts relationships
- Unclear communications on purpose of meetings and who should attend
- Information not accessible to all (vision, hearing, language)

3Rs- Roles, Relationship, Responsibilities within the EP Partnership

Factors increasing Partnership Progress

- Strong EP leadership & staff
 - Clear role definition of backbone & partners
 - Partner accountability & following through
 - Clear expectation on who participates in EP meetings
 - Welcoming invite to all, particularly new partners
- 1st generation immigrant, ELL
 - Decreases my participation
 - Feeling othered
 - Don't know norms of room
 - More time to process information +nonverbal cues
 - Translation (person vs machine)
 - Time to process
 - Time to go back to my community
 - LGBTQ+
 - Pronoun/ gender neutral
 - Space was welcoming (bathrooms, coffee)
 - Space/ location –neutral is important (+)
 - Food is welcoming factor (+)
 - Build relationship

Parent Engagement

- Outreach to be inclusive of all communities
- Culturally relevant engagement
- What is the value proposition for parents?
- Power dynamic -> empower parents to lead the deltas at their school (have that change last)
- Accessibility -> who leads this?
- Parent education about the school system & leadership = advocacy -> move into positions of power school board
- Be prepared for turn in up the heat
- Resources/ access for parents to get their families needs met (housing, health, transportation)
- Engage with companies to help provides solutions
 - Break through poverty/ inability to thrive upward mobility for parents in our community
- Landscape analysis of current Partners who do parent education/ engagement. Reduce duplication + fill gaps
- Can EP Partnership draw funding to direct to Parent Engagement to under resourced high needs school to bring about system change? (I.e. LEV Southshore partnership) **connect to funding meeting**

DATA | What data do you have?

- Insights on parent experience
- Extensive data on numerous topics (CoB)
- Demographics galore for all household members who have federal housing subsidies in both districts (BSD and LWSD)

- Noticas has analytics on viewership (Padres Unidos for Equity in Communication)

DATA | What data do you want to see?

- Youth who did not attend postsecondary
- More Racial and Ethnic Equity Indicators
- Parent Data
- Data in Other Languages
- Sub category indicators (i.e. Early Learning--> Developmental Screening Data --> Access to Quality Preschool)
- Sense of belonging from Panorama (BSD)
- "Further disaggregation of data for the ""Asian"" demographic **this was a frequent ask**"
- "Data on how the collective work of the EP Partnership contributes to:
 - Reading rates
 - Math rates
 - Kindergarten Readiness
 - Graduation Rates
- Post secondary enrollment in BSD and LWSD compared with Seattle Public School after Seattle Promise
- Social economic breakdown by race
- Relevant Health Data for 0-5 years old
- Data on Reasons why students do not enroll in any postsecondary programs
- Data on parents or families involvement in Cradle to Career

Meeting 2 (September 14) Partner Capacities

Target audience :

- C-suite (targeted ask)

Overall goals going into meeting:

- Grounding and define what “success” means in P/S/R for partners
- Identifying key indicators for partner priorities
- Identifying partner capacity, leading into “interest convergence” for next meeting
- “[defining success] will determine the flow of resources, draft the priorities and activities of the partnership at the group and individual level.” (found on SPM2 PP)
- What are the priorities within your area of influence and/or strategic plan for age 0-26 in East King County by 2026?

Goals/outcomes during meeting:

- Facilitate data walk to observe EP’s metrics based on partnership participation, asked questions “What else might we track? What do you track?”
- Data walk highlighted themes on: Sector, Participation and engagement-levels, Early and late adoption, Length of membership, Ages & Stages, Funding (donor, grants, etc.) Areas of value add
- Participated/facilitated group discussion on themes found in data walk through the voices of C-suite partners
- Discussed questions in affinity groups (data walk): “What stood out to you in the data walk? What was missing? , What hypothesis do you have about what it means to be an Eastside Pathways partner? , What hypothesis do you have about the difference in how Eastside Pathways partners engage in the work?”
- Funder panel (Moderated by Shomari Jones) + Q & A
- Facilitated 3Rs, partners identified their top 5 priorities using Mentimeter
- Personal reflection for partner priorities with questions : What supports you in being successful as an EP partner in moving the needle on those priorities? , What conditions and/or patterns of behavior do you believe make the (collective) Partnership progressive and impactful on the outcomes? , How is being progressive and impactful defined in your area of influence (formal and/or informal authority)?
- Share out Reflections/Action Commitment and Close

Takeaways from in-person meeting:

- Partners may be interested in “pay to play” model, is this sustainable?
- Encouraged by the transparency Kalika shared around institutional knowledge of EP when framing where we want to continue to grow and acknowledging the past harm
- Partners were still seeking technical solutions toward goals that require adaptive leadership model
- Reframing what the Backbone’s work is vs the Partner's work –do our priorities align ?

NOTES from the meeting: Continued Partner Priorities & Capacity

Group discussion on sticky notes, partners added answers to below questions:

What might a pay to support model look like?

- Support for Kirkland, Redmond, Issaquah, etc support
- Flexible, equity based fee structure
- Grant writing hours
- Bundling (Bill's fund)
- Corporate partners sponsor an organization's partnership
- Based on income/budget including in-kind contributions. Time should be recognized as contributing the community
- Act as a "consultant" and get paid for services (i.e., facilitation)
- How can we help reduce costs? (i.e., pay for lunch, printing, etc.)

How might EP approach funding as a collective?

- ID joint projects
- Highlight EP when submitting grant apps
- Create mechanism for allocating collective funding to orgs in an equitable way
- Power mapping member relationships with foundations, government, and individual donors and then doing collective outreach
- Info sharing/capacity sharing around the grant application process-- both government orgs and foundations
- In-person events (quarterly?) of member/partner orgs to meet with funders (i.e., breakfast, happy hours)
- Info sharing --email follow-ups with partners who were not present at meetings with encouragement to participate
- Peer review of grant applications before submitting
- Earned media to rise EPs public profile (e.g., op eds, TV, editorial board meetings, social media, blogs, podcast)

Where might be the financial(\$) gaps (currently) 0-26 in East King County?

- Resource access is restricted due to systemic/traditional norms
- Pathways for sustainability ...advocacy?
- Lack of trust/respect for expertise of community orgs by funders (particularly lg. funders)
- Accountability for systems that have marginalized communities to invest in orgs that can repair the trust/relationships
- Housing
- Tutors

What else might we/you track?

- Staff EP participation
- Touch points between partners
- Youth disconnection rates -- who is connected to school and/or work
- Connectivity between partners (# of cross-referrals or collaborations)
- Community engagement outcome/impact
- Formal partnerships between orgs that started w/ EP (i.e., EP was where first connection was made)

Factor analysis:

Key: + = plus one comment

Impact of the partnership	
<ul style="list-style-type: none"> • Visions not always shared • EDs impact is not always communicated clearly • The length of time for meetings • Staff turnover is very high (partners) , results in inconsistency with the collective work + • How do we communicate the results back and how do we apply it ++ • How do the results directly impact the communities we serve • Youth voice is not present +++ • Having a specific space to discuss shared outcomes and take action 	<ul style="list-style-type: none"> • Connections and access to resources, people we serve • Relationship building + • Vision of EP + • Community + • Reminder and inspiration to center youth • Having specific deliverables that we can work for as a collective • Time to build connections and debrief + • Messaging on impact

Attendance trends in programs, partnership level meetings	
<ul style="list-style-type: none"> • Last minute scheduling • Meeting attendance is segregated by sector • Lack of effective representative decision makers, or process for reps to bring issues back to org to those decision makers + • Lack of alternate reps • Time of day/date/season • Uncertainty with your level of contribution + • Feeling unsure of the impact/outcome of staff time here 	<ul style="list-style-type: none"> • Consensus on when to house meetings + • Know your audience and meet them where they are • Community partnerships • Clear process for decisions and action • Learning EP • Having a stronger sense of confidence that investing staff time here will be impactful • Gaining a growth perspective on how your org fits into the growth picture (how contributions are making a difference) + • Location • Annual calendar with opportunities to participate so partners can plan/see holistic view +

Your “why” to stay at the partnership table	
<ul style="list-style-type: none"> • Create a clearer network to know who does what • Easy to access (web materials, etc) • Scheduling • Confusion on unifying direction/actions/impact , unsure of impact of investing staff time • Previous feelings of disconnection between meetings and what next steps are in moving the work forward 	<ul style="list-style-type: none"> • Hope of change • Connections and partnerships along the way ++++ • Belief that collective impact IS the way forward +++ • Theme on “value add” chart m racial equity efforts ++ • Opportunities to learn best practices for community and growth engagement

Sustainable funding	
<ul style="list-style-type: none"> • Throughlines to specific outcomes/desirables 	<ul style="list-style-type: none"> • Membership fund/flexible model

<ul style="list-style-type: none"> • How do partners grow to be able to give (in leadership + board) • Historical/ institutional connections • Bill H. paid \$ invested time + money • Board changes? • Grants --not in alignment with priorities • The whole nonprofit industrial complex is steeped in capitalism aimed at maintaining XX resource status quo, which doesn't serve nonprofits or the community we serve. • **side comments read -- "Story is more complex, scope of work?" 	<ul style="list-style-type: none"> • Earned income for shared data (community needs assessment) facilitation support, resources for learning, etc • Partnership expanding • Think of resources within partnerships both in/and \$ • Corporate support • Diversify funding streams through individual, corporate, workplace and foundation sources • Grow capacity for fundraising within EP • Expand definition of support for partnerships • Power mapping of partners' relationships with funders/donors • Not focusing on dominant culture funding norms/ideas about funding
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Group discussion funding:

Staff/ CANS/ Programs	Grants/ Fund	Report/ Manage
\$ Need	\$ In	\$ Out

Program 82% Management 10% Fundraising 8%

"Whose is B/ART is it to manage/adapt EP collective funding?"

Critical mass Key: Current State in red	Collective funding
<ul style="list-style-type: none"> • Power in #'s, collectivism • Leverage "larger" orgs to manage \$ • Brand recognition "EP" • Δ Code switching, EP =Allyship • Advocacy for EP • Funders like "collab" partners • Compensate community • Value for owning my/our growth 	<ul style="list-style-type: none"> • Unified ask, unified goals • Co-sponsor grant • Fund partnerships in to other community • School district and CBO/Non Prof • Data = Accountability for funding orgs • Collective voice • Compensate community • Deficit storytelling (not to continue) • Scarcity mindset (not to continue)

Meeting 3 (September 28) Community Needs & Opportunities

Goals of meeting: Centering the needs and contributions of those furthest from justice (community) increases the likelihood of success and ensures we, Eastside Pathways, fulfill its Equity, Diversity, Inclusion & Belonging (EDIB) commitment.

Community Engagement Spectrum Stages (from technical to adaptive)

Inform: To provide the community with balanced, factual and culturally-appropriate information to assist them in understanding the problems, alternatives and/or solutions.

Consult: To obtain community feedback on analysis, alternatives and/or decision.

Involve: To work directly with communities throughout the process to ensure that community issues and concerns are consistently understood and considered.

Collaborate: To partner with communities in each aspect of the decision, including the initial development of alternatives and the preferred solution.

Empower: To place final decision-making power in the hands of the public or community.

Affinity group discussion: How can we better engage families/youth who are not connected to the school district?

Asian/Pacific Islander-

Disaggregated affinity spaces for deep diagnosis of history and how it impacts what "community" means? and strategies to work through those implications on how we collaborate

Normalizing mental health support, diagnosing the culture of resilience in silence, projection of wellness, and fear of data being used punitively.

Hispanic/Latine-

Effective outreach to the communities for better outcomes

Institutional change within school districts staffs to commit to children motivation for learning.

Inclusive after-school programs and stable funding for programs and schools

Disabled individuals & advocates

Strategies to consider: (1) Promote family-school-community events; (2) Mobilize community; (3) Expand Family and Community Involvement.

School Success depends on:

(1) Enhanced and Support --> Attendance

(2) Increased Family Involvement --> Achievement

(3) Quality Programs --> Attach

Immigrant/Refugee/Emigrant/Those seeking asylum

Keep momentum going on these focused conversations. Who can come together? How frequently? What are our next steps?

Emphasize how to build a sense of belonging and trust with our youth.

Explore creative housing solutions that co-locate services for youth.

Learn more about workplace-based paid training options.

Coordinate resources & services for unaccompanied minors (doubled last year in numbers)

How can we better engage families/youth who are not connected to the school district?

Help people get access to employment, including necessary documents

Coordinate services and resources for unaccompanied minors

Explore more flexible options outside of traditional spring high school graduation and autumn college enrollment; there are lots of other pathways that can serve young folk.

Identify short-term goals/actions in addition to long-term aspirations.

Tools to deepen the Practice

- Elephant – seek and be open to multiple perspectives
- FMEA – break down the experience into steps
- Circle of Conflict – identify and develop shared ownership of the conflict
- 4 Types of Oppression – Identify and develop shared ownership of the form of oppression
- Impact Tool

Meeting 4 (October 12) Convergence & Collaboration

This meeting had little attendance.

Creating opportunities to collaborate across sectors and organizations. People in attendance were not in a position within their role to be able to make the commitment to make priorities that would result in policy/system changes. Action was the underlying theme of the first half of the meeting. There was a lot of talk about the *action that partners could take within their role in their organization*. Partners were also asked to take a data walk and chart their priorities as well as come up with organizations that fit under the different priorities that are not present in the room.

Chart your priorities as it relates to this C2C outcomes.

- K Readiness
- Early Grade Reading
- Middle Grade Math
- High Grad
- Post-secondary Enrollment
- Post-secondary Completion
- Career

The second half of the meeting was circle facilitated by Sandy. This seemed to be needed as a restorative practice for the helpers in the space. Most of the circle was spent talking out issues that partners in attendance were running in to within their role.

Accountability was something that was discussed at length throughout the meeting and in circle time. Questions about who should show up to EP meetings and who can make those changes within the organizations were brought up.

Circle time notes/October 12th meeting 4

How do we continue to do ALL we want to do/are required if it is just one of us

How can we be an intentional verb?

LWSD Early learning district with 10 years/advanced with equity work/always seeing changes-with the partnership able to sustain that work more. Used the learning from EP to help educate others to create

Rudy- wants to be that verb/noun is my job title. Significant grant but just tracking grant. Another part of that grant is providing more resources/voice is not being heard b/c of the hierarchy in job. Creating a way for myself to be able to be that verb regardless of position of that role. Looking how I can be an asset in the partnership

Mariana/BrightSparks- **Accountability**- who is accountable for our presence in these meetings? How can we continue the work/movement if you don't understand the VALUE of our presence in the meetings? Can the C-suite/execs be held accountable to make sure their organization can provide staff to be included in the work with the partnership?

Speaking as an employee and parent- there are so many contradictions. Is it set up to make us fail as a provider? As a parent?

Accountability to take what we know and share? Connecting to resources but looking at the needs. Parents don't have access to the resources that are provided.

Q: What do you do?

Cradle2career and eastside piece- is siloed in some orgs b/c they cover more than EKC based on the organization set up

Sheryl- When I first joined EP collective impact was not a thing that I am familiar with. To think of that is new to me and most. Accountability to partners/a buy in to do the work. It's upstream when we leave this room.

Learning to live with discomfort, in order to get the next level you will have to get uncomfortable, we don't rise to the levels of our goals we fall to the level of our systems.

Narima- I don't feel like I fit in. I know what I want to do , the mindset is not there. Resources are not there so I can demonstrate what is possible.

Without the connection through EP, wouldn't be able to have that opportunity to sit in front of a teacher.

Covid happened and we forgot that covid happened. Youth have the power to be able to make those changes, how do we wrap those the resources around our youth in order to solve these issues.

People telling me to slow down, they cannot wrap their head around me. I see where I fit but I am lacking resources. I am trying to model what can be done and cannot do it all.

Lot of trauma with the org here but **who do I need to be to show up?**

I am embarrassed and don't want to show up but I am here b/c there are still these issues that need to be solved and how can we address this issue. I show up b/c I felt safe with familiar faces.

Feeling guilty b/c I am privileged with my family but I still need to do this work.

Foreign leaders getting funding with values that align with what I am doing, and I cannot get the funding. How does that work?

Cathy- Appreciated being able to read the wisdom that come from the EP groups. Very powerful, Youth Task force is a great to amplify the issues. Appreciate the honesty and didn't realize that the data council was speaking about the some of those issues.

Roadmap did a youth report would love to see it expand, if we are truly authentic in listening/make action

All comes back to the interest convergence-when speaking about funding- here is the need. EP as a whole is going to take that on as being the collective voice.

Some groups are still feeling harmed and didn't want their ideas shared.

Meeting 5 (October 19) Taking Measurable Action

High-level Themes from the meeting:

- **Shared Accountability/Ownership:**
 - o Accountability to be the steward, ensuring better attendance. Who can you bring along? What is the loss when we have low attendance in meetings where decisions for the Partnership are being made?
 - o Shifting of lens from “what can the BB do for us” to “what can WE do to work better together”
- **Clarity of roles and Value of CI:**
 - o Shift in consciousness | BB role: Co-dependency to Equip
 - o Partners (in attendance) spoke to clarity of their role in the partnership (ownership)
 - o How can leadership/C-suite ensure that representatives/staff are authorized to share best practices and have structures/pathways to carry the work forward within their respective lanes?
 - o Can't succeed alone. CI is the way to do better in our lanes, for our focus populations.
 - o Emphasize and spotlight the role of EP in the EKC community at large
 - *Safe space for healing, connections*
 - *Centering community in the most equitable way*
 - *Cross-sector collaboration*
- **Decision-making Protocols:**
 - o What will a quorum look like for the partnership?
 - o Community/focus population has the HIGHEST authority of decision making.
 - o Importance of cross-sector representation (what is the minimum requirement?)
- **Partner Engagement:**
 - o Technical:
 - *Meeting logistics: duration of the meeting, modes of invitation, clarity of messaging, outreach tactics for better attendance and engagement*
 - *Year at a glance, should be specified in Partner Agreement (setting expectations at the start of the year)*
 - *Multi-tier communication: Share the work of EP and engagement of Partners in programs with Board of Partners, C-suite, staff- support alignment*
 - o Interest convergence (internal- within the organization, with EP partnership's directives and with other partners)- ways to ensure partners see their skin in the game, value add.
 - *How can engagement in EP be in your staff's JD?*
 - *Shared understanding (internal, partners) of authority and agency to represent org in EP rooms.*
 - *Collective funding*
 - o Meet folks where they are at- level-setting/context-setting through multi-media? Speak to the journey thus far through visual modes.
 - o Well-defined EP partner pathways:
 - Org partner and their journey is most well defined as of today
 - Request: Community partner pathway needs to be chalked out. Role of philanthropic partners in the partnership?

NOTES from the meeting:

Challenges/Type/Support/t or a

- +The system is designed to sustain/ S&I/Larger orgs changing the silo mentality also the time/market
- +Funding/all/possibly transparency from funders or more collective funding models/
- +Data doesn't always help with resources/can show value and/or manipulate data to prove your worth
- +Saying no makes them look elsewhere
- +Scope of authority w/in roles

Meeting logistics

- Timing: possibly 2 half days
- Come here with your team
- Come as you are, bring your best practices and lived experiences

- Attendance
- Be the Steward
- Spread the word within your network (hold accountability)
- Join when you can
- Clarity on results, partner expectations
- Years at a glance calendar (with agreement)
- Interest convergence
- Validation

Question: Should there be an EP decision making rule of 51% including all sectors? (like a quorum)

Accountability/attendance solution?

- Rule #1 Community at the center
- Rule #2 51% of partners vote (voting members) on EP decisions, 25% with a min per sector within _____ days
- (time to process, then make decisions)

- Challenges: time-privilege, gatekeeping, voting members come with minimum expectations
- Positives: might be a talking point to increase participation?

Challenges/positives of being an EP partner

- Long days
- be better at sharing what the partners/partnership is doing
- creating engaging visual content
- long emails from EP lose the purpose
- create more icebreakers
- record meetings in person/offer a hybrid version

- +value in long meetings b/c of the relationship building
- +college/career pathways come back
- +great for networking and connections
- +learning about collective impact and collaboration

- +show the power of collective impact
- +creating safe space/emotional depth (we got your back)

EP adds value HOW (Behalf of self/behalf of org)

- +Collective hope/bellevue lifespring:bring everyone together
- +Children open their voices/power of community
- +power of collective impact/ICHS:understand the service gap, who is missing?
- +opportunity to grow
- +Address the root cause, true system change
- +Humanity is fading, EP brings it back
- +create systemic change through hope
- +come for the collaboration, stay for the systems change
- +learn grow change
- +one love/family/kinship

Mentimeter live

poll: <https://www.mentimeter.com/app/presentation/alwff65ynkgcps7o12e2qc2pxt84q1dj>

Q: What is needed to feel better about EP?

We need active engagement, are people being encouraged to be less invested

Curious if higher stakes will make people more interested or back out?

- Time-sensitive demands
- Email needs details, time to process

Q: Why do you want to be a partner?

- Collective hope in the community?
- Receiving children's input
- To get information reflecting the community
- Power of Collective Impact
- Ability to think about things differently.
- Raise the visibility of issues of the
- Wanting to get insight from the community, how to help, and who needs help.
- Understanding root causes, attempting to change the systems not the
- Family & Friendship

Hopeful changes:

- Hybrid meetings
- Recordings
- Community Engagement by Design
- College can
- More visual references
- Cool things EP has done
- Show off past successes (Of EP/Partners/Community)
- Listening circle
- Acknowledge partners where they are contributing
- Outreach
- Make EP known
- Bring people together who do good work but are too busy/aren't interested/cant come
- Lighter icebreaker questions

- Shorter email
- Partner outreach (email outreach/refer us)

Highlights/good things:

- Networking opportunities
- Power of collective impact
- Dedication
- Emphasis of collaboration
- Safe space to share and break down barriers/ Heal