

EU Anchor Institution Action Team 10.29.18

Attendees: Jodi Hardin; Emily Holcomb; Michelle Sturm, Denver Foundation; Kellie Teter, Denver Health; Caila Aube, Eval support; Sarah Brenkert, Children’s Museum; Heather Neilson, Denver Art Museum; Christina Mahoney, Denver Art Museum; Chuck Ault, Saint Joseph Hospital.

- Liz DMNS also to be involved, Monica - Centura

Level Setting – East5ide Unified | Unido

- Impetus was 2015 as community and core partners watched The Raising of America. Received funding from BUILD Health Challenge to design and create a community led process to understand what a healthy and thriving community looks/feels/is like. Out of this came a community action plan! Key to the work is around asking “is it healthy for children and families?”
- Visit www.civicnetwork.io and search for the East5ide network to learn more and review current documents/updates, and check out www.east5ideunified.org to learn about our history and watch videos from local ethnographer Lorenzo Dawkins

Purpose of AI (Anchor Institution) Action Team (what)

- Clarifying
 - Understand what an AI is, and build a shared language.
 - Self-assess if we are an AI, dig through what is the AI policy on being an AI? What are our AI policies (ie family friendly policies?)
 - Build a shared pool of knowledge and research on AIs
 - Determine geographic restrictions - location of the AI, or the focus of the work? Play out the AI mission in specific geographies – place based work is powerful. Build localities value in AI.
- Connecting the dots
 - How is the AI concept woven throughout **all** our work day-to-day?
 - Making the case to different audiences – why is this important? How do we communicate what it means to be an AI, and connecting the AI work to the ultimate goals of a thriving community.
 - How does AI work build strength in the explicit work of the institution? How to communicate how SNAP access to an art museum is supporting a thriving community?
 - How do art/science/cultural institutions become safe, relevant, and appealing to people not represented in the clientele of those places?

- Supporting AI to speak about their work in a health-early childhood oriented way – making the case for art as health
- Building a network
 - What would networking (as AI) bring? The power of makers coming together to build momentum as a collective rather than individual entities could be monumental
 - Individual and network impact – all the resources conceptually pulled together how do we define the work.
 - What is possible by AI is defined by who shows up as AI - Get as many AI around the table as possible – all build buy in.
- Co-created with the community – community driven work of AI
 - Ensuring we elevate the voices of residents at this table – receive direction from council and residents directly
 - AI network mapping **with** residents and council members to gain insight into who is an anchor in the area
 - See selves as assets – what can we bring to the table (beyond dollars). How do the community define the assets of the AI?
 - Need to understand what people see in AI as assets (if any)

DRAFT Vision of Success by 2021

Contributions to the field:

- Family friendly concept is embraced as part of AI work
- C-suite is more involved in AI discussions, work
- EU has disseminated, shared what we are learning

Concrete Policy Lever Change:

- One AI adopted a paid family leave policy
- One AI adopted a new family friendly policy
- One AI instituted a local hiring strategy, investing in worker development
- One AI demonstrates marked movement on career opportunities for returning citizens (e.g. previously incarcerated)

Success/Adds/Focus

Responsiveness to community desires

Making resources clear and available

Self and community definition of AI

Network built – more committed and an ongoing group – a collective of AIs in the region

All participating AI complete self-assessment/internal audit – Health

Links wellness – map spectrum.

Democracy collaborative

Year 1 Deliverables – HDGP Grant (7/18 – 6/19)

- Conduct on-line research on Anchor Institution resources, strategies, and best practices; compile by 3/31/19
- Create an Anchor Institution outreach strategy, conduct readiness assessment of AI's in East Denver, and identify potential AI policy levers by 3/31/19
- Create a technical assistance plan to support AI's in implementing organizational change by 6/30/19

Additions:

What assessments are out there, best model for X piece, how folks brought in community?

AI action team participation/routines, etc driven by council

What is an engagement strategy for meaningful inclusion and participation with our community?

A way to “prove” we are doing these things

Understanding the gifts, talents assets we have in this group (how)

- Connections – AI have ability to connect EU to, and to EU.
 - All - AI/general decision makers (kellie)
 - DF-National resources, people specific to AI work; Community wealth building network, Denver AI network
 - DAM - socially engaged artists, Denver commission for cultural affairs
 - CM – strong higher ed/university partnerships in Early Childhood; DU graduate school of psychology, infant and early childhood mental health, latinx mental health specialty; Denver evaluation network
- Resources - Opportunity for cultural responsiveness – space for important conversations in-house and ability to bring out to community
 - Existing programs to learn and grow
 - DAM - Traveling art object program
 - CM – art studio, clay/ceramics studio, teaching kitchen, hands on exhibits – designed for young children and adults
 - SJH – baby bootcamp, prenatal support, fatherhood support
 - Existing opportunities for work and training – all employers
 - DAM – Paid program for people to engaging community members with young children and bring to museum; internship models and ideas about career pathways
 - SJH – large employer, pathway ideas
 - CM – volunteer & paid opportunities for youth as young as 16'
 - Existing building meeting/event space/people and physical resources
 - Spaces to host conversations

- In the context of exhibits – DAM,
- Using event space – SJH, DAM, CM
- Volunteers – SJH, DAM
- Vans! CM
- Spanish/latinx bicultural bilingual staff – CM!
- Existing bank of experts in their field
 - CM – expertise in early childhood/child development/play; staff with expertise in adult education, parent learning, teacher and provider professional development; expertise in team-building, learning through play for adults
 - DPH - Marketing and communications to be training in message framing + ABCD; frameworks Institution; DPH – breastfeeding environments expertise and training; Public Health Infrastructure and Expertise
 - DAM – Staff driven Wellness Committee

Next Steps

- who else to involve?
 - Centura, Metro State, DMNS, DCPA, Metro Caring, libraries
 - Council members, voices from the neighborhood
- when/how to stay connected (Civic Network – someone create a subnetwork)?
- EU opportunities – join the e-list, attend ABCD sharing/learning on November 8th
- Meet again in early November

Questions/Thoughts/Comments to hold on to:

1. What does community involvement & voice look like for this group going forward?
2. How are AIs being defined, and how are they being selected/identified? Is the council part of defining and selecting “AI” (RAMERC vs DPH?)
3. what is “the field”? or fields? how do the Anchor Institution policies intersect with early childhood
4. are we both doing, and advocating to do?
5. how is this group connecting to Denver AI network?

12.04.18 Anchor Institution Project Team Meeting

- Kellie Teter, Jodi Hardin, Chuck Ault, Caila Aube, Emily Emily

What do we need to do today

- Plan for Thursday 12:00 pm – 1:30 pm ABCD and Anchor Consult Meeting
 - o Here is the landscape. Here is where EU is, here is where EU is going. We are excited for this work to grow, and need you to wait until we have identified when and how to plug in
 - Empathize – it is multifaceted iterative, and non-linear process
 - There are synergies and uniqueness
 - Mutual understanding and cadence for work together
 - o Report out on DH anchor not anchor
- Plan for next AI Action Team – Date TBD (January)
 - o Plan key activities for 2019 – routines, etc
 - o Civic Network orientation and sign up – **bring you computers!**
 - o Review and revise work plan
 - o What they think their institutions AI capacity is?
 - o Explore docs from Michelle
- Consider the ongoing AI Network work happening
- Identify supports needed work and deliverables
- Emily create a roster for AI

Other

- Denver Landscape – a lot of burgeoning work that together could create wonderful harmony. Need to delineate – where EU is, where EU is going
 - o Denver Anchor Network – chuck can connect to eu ai team
 - o Denver Foundation ABCD expertise – EU connect this to TA providers
 - o EU Anchor Institution Action Team – chuck can connect to den anchor network; kellie connect to ABCD experts
 - o TA providers – Ruben – kellie connect to EU AI team
 - o Community “Action Team” (need to schedule and develop a position description)
 - o Kellie connector
- Thoughts
 - o Kellie – connects ABCD to AI work
 - o We want folks (foundations) to be intrigued without stifling the other work – keep the door open but right size the work
 - o Need the Community Action Team to get together to form a work plan
 - Kellie, emily, benzel, tash, Roberta + others who are super jazzed from the meeting – emily email the group that attended

- Measures or progress around transfers of commitment, trust, quality process measure
- How to capture ripple effects – outcome diary connects with all



EastSide Unified/Unido Anchor Institution Action Team

Meeting Agenda, 28 January 2019, 10am – Noon

Rocky Mountain Children Hospital, 1st Floor, D Bldg., 2001 N High Street, Denver, CO 80205

Meeting Objectives:

- Activate AI Action Team use of Civic Network
- Finalize AI Action Team Work Plan
- Review new resources to support AI work
- Identify next steps for current state, readiness assessment

11:00am Welcome and Introductions – Kellie, Chuck, Caila, Deya Zavala Mile High Connects/Denver Foundation, Emily, Michelle Sturm Denver Foundation/Center for Comm Wealth Build, Elizabeth Parmelee Metropolitan State University, Sarah Brenkert and Nicole Ortiz Children’s Museum, Treloar Bower DMNS, Paula PSL,

We hope that there is a common understanding around this work that we can all be onboard with.

- This phrasing may need some work but is, so far, our common understanding:
 - o **Action Team Purpose:** explore and build an understanding of what Anchor Institution work really is and means, moving from conceptual to concrete, in **order to contribute to the field** with a focus on the intersects between early childhood, family friendly policies, business development and Anchor Institutions.
 - o Democracy collaborative: “An anchor mission is adopted when the institutions commits to using its economic power, along with its human and intellectual resources, to improves the well-being of surrounding low and moderate income communities.”
 - EU might be more broad/focus on shifting demographics (move from being white serving institutions)
- Though we may not be the people to make these changes, we may be the people who take it upon ourselves to be the person who **influences** the ones who can
- We haven’t get connected the AI and Community Work together, and we need to in order to make this work relevant, approachable, inclusive of, and acceptable to the EastSide Unified|Unido community
- Talking about the general economic community – communities of color are experiencing inequalities and economic challenges much greater than the greater Denver community → the economic boom that may be occurring broadly, or in certain areas is to the EXCLUSION of many communities
 - o A strategy to counteract displacement is to create better job opportunities specifically for the legacy residents so they can stay
- We feel urgency, but move slow and thoughtfully in order to make great change over time
- Here are a couple of links to articles/reports on the economic impacts of museums to communities. This is a national report. I will see if I can get something about DMNS in DENver specifically: <https://www.aam-us.org/wp-content/uploads/2018/04/American-Alliance-of-Museums-web.pdf> and <https://www.aam-us.org/2018/02/13/new-national-data-reveals-the-economic-impact-of-museums-is-more-than-double-previous-estimates/>



There are resources available to learn more/understand what AI is, what it means to be AI, if we are AI

- Resource list AND EU primer
- <https://democracycollaborative.org/content/anchor-mission-playbook>
- <https://democracycollaborative.org/content/embracing-anchor-mission-promedica-s-all-strategy>

11:34 am Eval + Workplan

- Caila leads the Evaluation and Learning team with 5 or 6 folks supporting in their areas of focus, which Voradel is interested in the Anchor Institution work
- Focusing on policy now
- What institutions are connected now and how, what facilitators and barriers to connecting?
- How do we measure our progress?
- Readiness assessments – caila and michelle work together

Civic Network Sign Up – Emily

- Overview of Civic Network – [3 minute video](#)
- Orientation [to EastSide Unified | Unido page\(s\)](#)
 - Do we want to create an Anchor Institution affiliated sub-network?
 - What do we want to post, share?
- Create your individual profile and add yourself to EU page(s)
 - <https://www.civicnetwork.io/node/136/join?code=1481736353-136>

Review Anchor Institution Resource Documents- Michelle

- Couple documents
 - 1.28.19 Anchor Mission Resource Inventory for EU PDF
 - EU Communication AI Primer
 - AI Action Team Primer

11:40am Next Steps – Kellie and Chuck

- How will we approach the **readiness assessment** activities? How might this inform or guide our understanding of the **current state of East Denver AI work**, as well as opportunities?
- When will we meet again as an Action Team?
- Who from our Action Team will attend monthly EastSide Unified Community meetings?
-
- Eval engage in March
- Begin to plan for a leader meeting

Noon Adjourn

Anchor Institution work group

Kellie Teter, Chuck Ault, Michelle Sturm, Elizabeth Parmelee, Christy Marie Jackson, Amma Owusu, Sarah Brenkert, Emily Holcomb, Sophie Hackett, Paula Cooper, Treloar Bower

EastSide Unified Unido has an interest in connecting with institutions/organizations in the community that have large physical impact on their neighborhoods either through their buildings, their hiring and vendor practices, and community engagement opportunities.

We see many varied organizations as a part of this work – from hospitals to schools to art and science buildings.

- A traditional view is Anchor Institutions as economic engine drivers
- A unique view we are interested in is beyond looking toward education, engagement, and services.
- Hospital transformation is a bottom line incentive for hospitals to engage in this work.
- Arts and Science Institutions instead of cultural institutions
 - o non-formal learning, free-choice learning, informal learning venues
 - focuses more on the activity that occurs rather than the items that are in house
 - o Children’s Museum has also heard from community members that "institution" has a negative connotation - aka psychiatric institution
- What does it mean to adopt an anchor institution

What is an example of Anchor Institution Work?

- At Denver Public Health we consider many of the things we do as “ground softening” work that paves the way for greater change
- Christymarie and Breast Feeding Work
 - o Data on breast feeding
 - 78% women do not breastfeed for first 6 months, though the first 6 mos is the recommendation
 - Barriers include lack of environmental support – those who breast feed may experience privilege others do not (additional time off, space to breast feed)
 - More white women breast feed – additional equity issue related to wages, time off, issues
 - There is a greater shift toward creating space and time to breastfeed/pump
 - We are interested in adding a policy to event requirements that in addition to bathrooms, etc breastfeeding places are available
 - o Our focus – we have funding to promote breastfeeding across the area
 - Working in businesses, medical care centers, childcare centers and public spaces to promote space to breastfeed by providing technical assistance and resources
 - Toolkits for different audiences
 - An assessment for current status and using that to develop an action plan

- Supporting orgs to become breastfeeding friendly
- Can get “certified” as breastfeeding friendly
- Minigrants (reimbursement) to transform and repurpose spaces which is one of the biggest barriers
 - Maybe anchors could front the money for small organizations
- Chuck - in the netherlands, when a line is formed the actual government/city works shows up to provide services to those in the line the example is when a group grew in 1 spot to see a banksy work which was not formal and so the city/govt came to provide services organically
 - Yes exactly! Christymarie – interested in leaning more about barriers and figuring out how to get the city to provide portable toilets and breastfeeding spaces in a similar way.
- Christymarie – part of this work is figuring out what is missing and what barriers exist – forming an advisory group to find the barriers and then see how their work can provide what is needed.
 - Meeting on Monday
- This work can focus on guests and employees of an organization
- Sometimes it is as simple as adding signage to indicate that resources are available rather than creating something new
 - Children’s Museum is a group that is working on this
- Chuck – I see that breastfeeding spaces is a ground softening opportunity, but there are many other opportunities. How do we choose what is the right first step or where to focus?
 - do we need to work on the same ground softening issues, or simply discuss our different work that ultimately ties into the vision ? Or does this group focus on what the community wants and then how they can achieve it. Below considering through the lens of great eu

Overall – east5ide seeks to address creating positive change in 80205 through anchor institution policies etc.

- there is an interest in having an event that bridges the anchor institution group and movement makers group
 - interest in having an event that looks at data PLUS the actual stories
 - interest in a food tour across the neighborhood – progressive meal to places that also have catering menus to give and become a vendor
 - Christymarie and Paula plus ABCDers
 - There must be a stop at a place in each one of the 5 neighborhoods
 - Partner with Maria Rosa, Walk2Connect
- Readiness Assessment – find a new name for it
 - This is a part of the grant to ultimately determine what supports we needs to continue down this path.
 - Readiness for what is TBD
 - MSU has adopted an Anchor Mission with the coalition of metro and urban universities
 - <http://www.cumuonline.org/>
 - What ever answers come out of this work is a great starting place for work even

- We want to work on the language
 - Saying “working on anchor mission activities” vs “adopt an anchor mission” – very different. Talking about activities we are working on and building the case may work for some, others may start by adopting a mission and changing from there. For this group, starting at looking at activities may be where we want to focus
 - Don’t call it assessment
 - Menu, appetite?
- Some ideas
 - Ready to learn
 - Ready to adjust policies
 - Ready to research self
 - Ready to advocate for others
- We have TA from Jodi Drisko to construct this tool and use it
- Proposed 3 components
 - Individual interviews
 - Group interviews
 - A data collection tool
- The tool has pointed questions to certain departments
- Take an appropriate approach for each org – ie PSL go to CEO 1st, others other ways

Open invitation to Community Council Meetings – especially need 1 additional representative to attend with Kellie

- 2nd Wednesday of the Month from 5-7:30 pm at 3532 N Franklin Street
- Next meeting is March 13th



ANCHOR INSTITUTION ACTION TEAM MEETING

04/29/19 | TIME

IN ATTENDANCE

Michelle Sturm,
Elizabeth Parmelee,
Jane Walsh, Jodi
Hardin, Benzel
Jimmerson,
Christymarie Jackson,
Kellie Teter, Selamawit
Gebre, Paula Cooper,
Emily Holcomb

NEXT MEETING

- May 8 – council meeting, focusing on budget. 5:00 – 7:30 pm at 3532 N Franklin St Denver CO 80205
- Action Team Meeting - TBD
- Plan time with Jodi Drisko?
-

6:00 WELCOME AND INTENTION

Popcorn read To explore and build an understanding of what Anchor Institution work really is and means, moving from conceptual to concrete, in order to contribute to the field with a focus on the intersects between early childhood, family friendly policies, business development and Anchor Institutions.

Popcorn read Today's Meeting Objectives

1. Increased understanding of why we each are showing up
2. Expand understanding of anchor mission work and opportunities
3. Build connection to broader EastSide Unified Unido efforts

Introduce yourself – in order to achieve today's objectives, there is a bit of a broader group present today.

- Share your name, one hobby or interest, and connection to EastSide Unified Unido (not titles)

Recipe – Twinkie No-Bake Cake

Go to Christymarie for restaurant recommendations – she reviews restaurants through a cultural lens

Share Materials – we have some Anchor materials from the democracy collaborative, check them out and take what you would like for yourself.

6:30 WHY ARE WE HERE

Survey Information – here is an overview and we will have a bigger discussion about this data in the coming months

- Almost all who were asked to take the assessment, did take it.
- 8 people completed
- People most want to learn about:
 - o Connecting with other Anchor Institutions around what Anchor work is and means



EAST5IDEUNIFIED.ORG



3532 FRANKLIN STREET
SUITE H



EAST5IDEUNIFIED



FIND OUR NETWORK ON
CIVICNETWORK.IO



ANCHOR INSTITUTION ACTION TEAM MEETING

04/29/19 | TIME

- Connect with the community in which their institution resides
- 62% believe anchor work is a part of their operating
- 12% Designated office, staff to manage anchor work
- 25% plans for institution anchor work
- 87% Embed community engagement principles across the institution
- 2 c-suite, 5 senior manage, 1 middle manager
- Childrens museum, Denver museum of nature and science, Denver childrens museum, metro state, Episcopalian church,
- Asked about where think institution is in specific areas, investment strategies → reported higher in more familiar areas, lower in areas unusual to think about
 - Opportunity for education about investments
- **Want to know more about:** how orgs with small forces fit in anchor mission; more details about east5ide unified unido; how the work intersects with diversity equity and inclusion (DEI) work; interested in discussion cultural institutions roles in anchor work; Link to other anchor institutions and cultural organizations interested in this work; how to fund this work; clear info about community needs; best practices at other health care institutions; trainers or facilitators for successful community engagement models?
- **Comments**
 - DEI is ultimately to what end – think about access

*Moving to discussion, prompt people to think back to when they filled out the survey: Over the last 6 months in our meetings, and as you completed this survey, think about the reason you are coming to these meetings *we could do as a group, in pairs, or individual then group*

- What intrigues you about this work
- What are you excited about related to this work
- What gives you cause to pause when thinking about this work?



EAST5IDEUNIFIED.ORG



3532 FRANKLIN STREET
SUITE H



EAST5IDEUNIFIED



FIND OUR NETWORK ON
CIVICNETWORK.IO



ANCHOR INSTITUTION ACTION TEAM MEETING

04/29/19 | TIME

- From an east Denver community perspective, what are hopes you hear or have your self about anchor work? **supports all in the room to reflect, whether they are an anchor or not*
- **Comments**
 - o Cause to pause about doing this work now in the neighborhood that isn't what it was – who is here doesn't participate in this work – need to reach people who aren't here any more, need to reach those who are still here, and even reach people who are here now and should be participating
 - o How do we bring the voices forward to weave together – what the neighborhood is growing into – build it into what we want it to be which is representative of its rich history. Walk away from fragmentation. Weave what is, what was, what will be.
 - o As a hospital, being a part of HCA (PSL/RMHC) → some of the change has to go so far up the ladder and would be a change for the entire system, not just local hospital. Want to see clearly what is influential here and now, vs has to be a national thing. Participating in the national conversation can help the work deeply
 - o Departments are fragmented – as a person in marketing, I don't know what is happening and probably should be
 - o Feeling of failing, or promising and not delivering – don't want to advertise or tell about anything until we have done it → getting used to a new kind of process is challenging
 - o Concern over community perceptions of anchors – how to message to a broad public → look to the DU example of how they message their work
 - o Opportunity for anchors to fit in to work that is already happening (aka EU activities)
 - o Opportunity to be a bridge – feed bottom line of a corporation, building something community can co-create
 - o Need something to respond to



EAST5IDEUNIFIED.ORG



3532 FRANKLIN STREET
SUITE H



[EAST5IDEUNIFIED](https://www.facebook.com/EAST5IDEUNIFIED)



FIND OUR NETWORK ON
CIVICNETWORK.IO



ANCHOR INSTITUTION ACTION TEAM MEETING

04/29/19 | TIME

- Excited about opportunity to bring survey to leadership – build will, build clarity, ideas → next step is technical assistance
- Excited about the places we overlap – early childhood, business, anchors, policy
- Want to define some of this → look back to action plan
- We can pinpoint definitions to minutia, but it is also so much more than that
- How do we get there?
 - Need some things for all to collaborate on → create a history, share an experience, share a win
 - Look to other associations for ideas and places to partner – five points FLTI assessment,
 - Rotating attendance at council meetings, other eu meetings

7:30 VITAL NEXT STEPS & ANNOUNCEMENTS

Moving forward with the assessments – give brief update around whats next – *if it makes sense*

Moving forward with upcoming events – this is the planning team (kellie, chuck, benzel, tash, Gerald), reach out if you are eager otherwise we will share the invitation once decided and draft agenda as developed. Planning for June – let us know of any major dates that will be difficult for you to work around you are already aware of

7:45 ACTION TEAM UPDATES

Council

Next Council Meetings – please sign up to attend:

<https://www.doodle.com/poll/rq999mw8338etssu>

- May 8 – Elizabeth Parmelee – confirm?
- June 12 – Treloar Bower – confirm?



EAST5IDEUNIFIED.ORG



3532 FRANKLIN STREET
SUITE H



EAST5IDEUNIFIED



FIND OUR NETWORK ON
CIVICNETWORK.IO



ANCHOR INSTITUTION ACTION TEAM MEETING

04/29/19 | TIME

- July 10 -
- August 14 -
- September 11 -

Evaluation and Learning

Process quality survey – indicates we need to develop our routines further.

Working on documenting “Our Story”

Movement Makers

Hiring a Community Resident Coordinator -support their team and build connection in the community with residents

3 people have volunteered to support planning the May meeting

8:00 CLOSE

- Small conversations were great
- Tocabe was great
- We want to hear what specifics the community want to move on – we hear they want something but we don’t know. We want to have seminars they want, not what we think they want



EASTSIDEUNIFIED.ORG



3532 FRANKLIN STREET
SUITE H



[EASTSIDEUNIFIED](https://www.facebook.com/EASTSIDEUNIFIED)



FIND OUR NETWORK ON
CIVICNETWORK.IO



ANCHOR INSTITUTION ACTION TEAM MEETING

04/29/19 | TIME



Action Team Implementation and Outreach



Anchor Institution

Action Team

Action Team Purpose: explore and build an understanding of what Anchor Institution work really is and means, moving from conceptual to concrete, in order to contribute to the field with a focus on the intersects between early childhood, family friendly policies, business development and Anchor Institutions.

Vision of Success (by 2021):

Concrete policy/lever change:

- One AI adopted paid family leave policy
- One AI adopted a new family friendly policy
- One AI integrated a local hiring strategy, investing in worker development
- One AI demonstrates marked movement on career opportunities for returning citizens (e.g. previously incarcerated)

Contributions to the field:

- Family friendly concept is embraced as part of AI work
- C-suite is more involved in AI discussions, work
- EU has disseminated, shared what we are learning



Action Team Deliverables:

- Conduct on-line research on Anchor Institution resources, strategies and best practices; compile by 3/31/19
- Create an Anchor Institution outreach strategy, conduct readiness assessment of AI's in East Denver, and identify potential AI policy levers by 3/31/19
- Work with ABCD Action Team to co-design and host a community convening, event, meeting to harvest priorities for AI policy levers by 5/30/19
- Create a technical assistance plan to support Anchor Institutions in implementing organizational change by 6/30/19



Measures of Progress: to be quantified

- Be responsive to community interests, wants and desires for anchor institution work
- Build a shared pool of understanding and knowledge of anchor institution work
- Maximize the momentum and power that comes from learning and exploring together
- Harness the advantage of acting collectively; do something together
- Leverage the assets all anchor institution partners bring and build community awareness of these assets
- Living eu values, principles – including more than our voices, asking for input from other teams

