

EastSide Unified | Unido Spring 2019 Retreat

Sophie, Eric, Selamawit, Gerald, Jason, Vonda, Roberta, Kellie, Emily, Lorenzo, Caila, Wendy, Jodi

Group agreements:

- Free to share – be open
- No mind reading
- Reflection – insight
- Feedback – speak your truth
- Build consensus – fist to five
- Listen to understand
- Ask for what you need
- Get uncomfortable
- Participate



What has motivated participation in EU over past 6 months:

- Wendy – business owner in Five Points – motivated by what is possible, people who are engage are cool to hang out with, urgency on what is happening with children
- Roberta – lord has placed me in places where kids need to be helped, this is where I am met to be, we are doing stuff
- Kellie – DPH - sense of urgency for children, EU delivers the unexpected and this might be the one way we get somewhere, so much promise and possibility
- Caila – contractor with EU – I get to grow in a lot of different ways, feel like there has been lots of action in past several months, we are on the edge of something ...
- Sophie – on a cool path and what is coming up with be big, this gives me an opportunity to participate in community
- Eric – CAAH – space to understand and be part of community building, empowering more families and people to be free and well
- Selamawit – live in Five Points – resident of 80205, cross-sector collaboration, ownership of how to utilize/skills in service of something bigger, felt warmth – challenged – ability to express emotions
- Lorenzo – creative story elevator – not going to happen overnight/non-linear, live and care about east Denver, invested in change
- Gerald – IEG and SHARE – my ideal day is that I live in one/two zipcode, value and honor the multi-generations in east Denver, nice to connect with anchors as new part, ‘last mile exchange’ meaning connecting with households/residents
- Emily – feeling on the precipice, energy and excitement, leadership and collaboration opportunities to act on what’s at the heart, intention for inclusivity
- Jason – DPH and FLTI- EU purpose is my calling, appreciate intentional process that allows people to come in at all phases, the people that help me create my community
- Vonda – UC Health – like the culture of the group and what we work for, motivated that we are asking what the gifts are of people and asking them to share, opportunity to inspire children

Examining, Reviewing EU Roots (vision, mission, values)

Gaps:

- No longer engaging Spanish-speaking, latino community

- those who work with children aren't as engaged; youth voice
- how to share what the opportunities are to be engaged in EU – for different folks
- male engagement and father leadership – haven't build FAMILI in sustainable way
- been ambivalent of what to do, how to include new residents – are we for the legacy residents? Are we for those who lived here yet displaced? Are we for new residents – how broad or narrow are we?
- not lots going on around policy – how can we educate? Advocate?

Opportunities:

- Translate key materials to open up access to Spanish-speaking community
- Cross-walk the strategies we identified during development of action plan with what doing now
- Bring residents more proximate to decision-making entities, people
- Asset based mapping – tapping into what exists and building from existing structures
- Get anchor institutions to work with and alongside residents/us –
- Leadership opportunities – tap into those who have passion and allow movement/action on fringes of network
- Learning and figuring out how operate as network, weaving efforts
- Busting misperceptions of what the grant allows and doesn't allow
- Over-communicate so folks feel aligned
- Anchor partner – consider how western stock show can be part of EU

Yellow Buses in the Midst (what not paying attention to that could smack us in the face):

- Focusing too much on grant requirements – missing other opportunities
- Creative
- Lack of community involvement
- Talk through geographic questions, boundaries, who we represent/engage
- Putting a stake in the ground that we want to accomplish X



Pieces of nature tell us: roots don't waver, resilience, uniqueness, sharing circle, gathering across generations, unified thing that adds more along the way – bigger together and create impact, different colors/sizes and make up a together, don't know the path yet we never get off path as following in the footsteps of those who came before, intake through roots while external things influence pieces and parts -internal and external, self – reflection as part of self-actualization, always around and influences, always growing and changing and contributing

Collaborative Process Survey – takeaways

- Understanding how current process can better support buy-in - build more constructive environment
 - How get folks engaged in way they want to
 - Folks may want to feel more valued, some may want more power, others...
 - Better communication
 - More transparency – see big picture, along with activities
 - Opportunities to continue to reflect, learn



- Experience ambition to ensure quality, collaboration – we want more power sharing, more inclusion, more x -- how do we identify the core things folks really want to address so we can intentionally do so
 - EU toggles between action and process – each person has different needs – it's a tension that we balance between.
 - How do we identify priorities, things we want to say by X we want to accomplish
 - Yeah! Pretty positive, and we looked deeper. why didn't everyone answer the questions
- As a moving entity, we should be on same page and participation level

High scores, what might contribute to these:

- Believe in the mission – keep mission front and center so we continue to know why we are here
- Power dynamics – between residents and anchors – how can a new model look?
- Inclusion – lack of monolingual Spanish speakers
- Members are working to keep others updated on progress, process
- See budget and provide input on where resources go
- Maximize involvement by meeting people where they are

Lower scores, what might contribute to these or could be done:

- Clarifying budget and how money is used, who moves it, how can we manipulate it
 - Use more pictorial version of describing budget (avoid spreadsheet)
 - Include assumptions, opportunities, questions – alignment with goals, values
- Roles – if it is everyone's job it's no one's job and if it's no one job's it's staff's job
 - Sharing what actions, when and how
 - Grace to share where questions, concerns
- Decisions making – been kinda flat and so anyone can identify the space they want to take and some will step in while others step back --- create space to invite all in to reflect and respond
- Group norm – all voices speak and we are all held accountable for the voices that don't speak; when we introduce ourselves just use name and gift you bring
- We don't really have formal group agreements – very organic and could be confusing for new folks -- things we explicitly state each time we come together
- Roles – very few roles that are clearly stated; is it time to further develop roles
 - Know what the group's ask is of me
 - Know what my commitment is to EU
 - Need to do some level-setting so folks know what mean
- Sometimes when someone new comes in, we may discount them if they aren't in 80205 area – missed opportunity to create partnership and growth
 - How do we notice and address
 - The welcoming filters through and across action teams, community council, etc

What I think is next for EastSide Unified | Unido to put time and attention to:

- Have Anchor Institutions more real, accessible -we know you care before we care what you know
 - Museums and zoo have east Denver day
 - Come to community activity
- Support groups and organizations that have youth engagement – participate in their event or help host their event
- Crucial conversations – how do we do this, acknowledge it
- Action team cross-overs – in real time, open house space,
 - Get community members and Movement Makers to come to AI Action Team, 4/29
- Structure for gifts orientation – introduction offer gift
- Asset mapping on a regular basis – how we do it, how we capture
- Start conversation about EU’s role in policy
- Create more sustainable meeting structure – roles for meetings
- Level setting on purpose, goals, definitions --- anything to reconsider
- Opportunities to support activities already underway
- Create tangibles for east Denver – physical time, tangibles
- Set norms for meetings – standard reporting,
- Evaluating processes
- Creating and routinely stating how we operate – concise and explicit
- Identify who already engaged with kids – inviting them to EU table
- Incorporate businesses (big or small) to anchor institution work and/or business/owner path of work
- Crucial conversations – training and support
- Plan that engages different people in the community – get those who may not be so ‘like minded’
- When something is everyone’s job it is no one’s job – let’s clarify roles
- May 8th visualization, story behind budget – using visual
- End of year celebration – reaching out to schools to see if there is an opportunity
- Asset mapping of Tramway and Wyatt – include new family resource center
- Walking tour through neighborhood – farmers market, other
- Earth day – 4/22 organize walk that includes st. joe’s, grow space, metro caring, scoops
- June-teenth – can be facilitated with Beverly’s freedom fest (Movement Maker Action Team)
- EU members have coffee, connects with each other
- Define, describe “what it makes something EU” or has EU endorsed/logo-ized
- Create education opportunities
- Civic engagement
- Recruit more resident education
- EU gear

