



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



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- 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?



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- 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 influentiable 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



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- 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?



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- 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



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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

