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# Anchor Mission and Implementation Activity

— East5ide Unified | Unidos - Year 2 —  
(2020)

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# Outline

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# Goals

The Anchor Assessment is designed for achieve the following goals:

1. Learn more about Anchor members and their organization's internal and external efforts in the 80205 community as well as their needs from East5ide Unified | Unido & the 80205 community.
2. Create future opportunities to support anchor organizations' plans to implement anchor mission.
3. Reflect on the yearly results to identify the level of involvement of anchor institutions
4. Communicate these results back to the EU council and 80205 community and accept feedback.

# Definitions

- 1) **The Anchor Mission:** A commitment to consciously apply the long-term, place-based economic power of the institution, in combination with its human and intellectual resources, to better the long-term welfare of the communities in which the institution is anchored.
- 1) **Institution/organization:** the building and/or system (the museum, hospital, university, service center, etc.) where you work.

# New Additions to Year 2 Questions

1. New policies or practices within Anchor organizations due to the COVID-19 pandemic? (Q18)
2. Made or planning to make any permanent changes due to COVID-19, like those in mentioned in Q18? (Q19)
3. Open feedback option at end of survey (Q20)
  - a. **Note: No feedback other than a thank you comment so not much to report here on the results side.**

# Year 2 Summary

1. The current anchors (9 in total) represent a majority of managers and supervisors, but 0 from the executive level (or c-suite).
1. Most say their organization's leadership has discussed the socio-economic issues impacting community members in 80205.
1. 6 out of 9 report that their organization has not (or they are unaware) conducted a community needs assessment for this community.
1. There are six areas of strategies the anchors were asked to indicate specific activities:
  - a. Human Resources, procurement, investments, community engagement, family friendly policies, and anchor activities.

# Reflection Questions

As you review the results between Years 1 & 2, consider the following questions:

- 1. What are the results telling me about the current Anchors when it comes to supporting the Anchor Mission?**
- 2. What are some of the similarities and differences I can see between the results from Year 1 to Year 2? *How has the Anchors changed from last year?***
- 3. How could this information support my work (as a council and/or workgroup member)? How could it support EU as a whole?**

# Reflection Questions (continued)

As you review the results between Years 1 & 2, consider the following questions:

1. **What is missing from the data?** *What should be there?*
2. **What would I like to see from future results that would help inform our work?**
3. **Overall, what are some comments and suggestions you have on this activity?**



# Year-by-Year Comparison (1 of 6)

## Anchor Membership Snapshot

### **1. *Positions of anchor members within their organization (Q1)***

- a. Almost all respondents across both years are managers
- b. More executives responded in year 1

### **2. *Name and Type of Organization (Q2)***

- a. 4 returning organizations from year 1 responded in year 2
- b. 5 new orgs in year 2
- c. 4 less orgs from year 1

# Year-by-Year Comparison (2 of 6)

## Anchors' Internal Progress

### **1. *Conducted a community needs assessment? (Q4)***

- a. More anchors reported conducted a community needs assessment in year 2 than in year 1. (50% did in year 1 and 67% did in year 2)

### **2. *Conducted an internal needs/resource assessment to assess capacity to implement anchor missions (Q11)***

- a. More anchors reported conducted an internal needs assessment in year 2 than in year 1. (25% in year 1 and 44% in year 2)

# Year-by-Year Comparison (3 of 6)

## Anchors' Internal Progress

- 1. *If no internal needs/resource assessment, what is leadership interest and any available resources to do assessment? (Q12)***
  - a. More anchors reported knowing that there is leadership interest and/or will to do an internal assessment in year 1 than in year 2.
- 2. *What are the anchor mission principles? (Q15)***
  - a. In both years, nearly all the anchors reported embedding community engagement principles across the institution. There is an understanding that this work is mutual
  - b. Areas of opportunity reported in both years around designated staff positions and advisory board

# Year-by-Year Comparison (4 of 6)

## Anchors' Understanding of 80205 and Organizational Needs

- 1. *What anchors would like to know about in regards to adopting anchor mission or anchor strategies? (Q16)***
  - a. Year 2's respondents focused more on specific implementation of anchor missions strategies while year 1 respondents more so questioned what anchor strategies were. Year 2's responses show more clarity in the "what" and is focused on the "how"
- 2. *How can the East5Side Unified | Unido Anchor Team be helpful to their organization advancing anchor work? (Q17)***
  - a. Year 2 is all about connections! Year 1 was a mix of connections and understanding the role of anchor institution

# Year-by-Year Comparison (5 of 6)

## Strategy Areas

### 1. *Human Resources (Q5)*

- a. In year 2, anchors reported most progress on implementing practices to hire local applicants from within the 80205 community. In year 1, the most common strategy was developing career pathways from entry-level positions.

### 2. *Purchasing/Procurement (Q6)*

- a. In year 2, the highest score was purchasing from minority owned businesses while in year 1, the highest score was hiring local.

### 3. *Investments (Q7)*

- a. In year 2, highest ranked strategy was funding community organizations while in year 1, the highest ranked strategy was funding community programs.

# Year-by-Year Comparison (6 of 6)

## Strategy Areas

### 1. *Community Engagement/Involvement (Q8)*

- a. In year 2 and year 1 highest area was in assigning staff to work in community and awareness around racism/implicit bias. In year 1. Common challenges both years is more formal staff volunteering.

### 2. *Family Friendly Workplace (Q9)*

- a. In year 2 and year 1, highest ranked was breastfeeding accommodation. Paid caregiver leave is lowest ranked in both year 1 and year 2.

### 3. *Specific Anchor Activities (Q10)*

- a. In both years, highest activity is sharing resources with community. Similarly, in both years biggest area of improvement is setting capital construction goals

# Recommendations

East5ide Unified could:

- Connect anchors to community members and minority-owned/women-owned businesses and encourage that they do this on their own volition too to be regularly informed on community needs.
- Focus more on the broad mutual interests of both the anchors and the 80205 community (less than half of anchors reported understanding this deeply).
- Spend more time with anchors on how capital investments via endowments in local community facilitate stronger communities.