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OPEN SPACE CONVERSATION:
HOW CAN WE SUPPORT LEADERS IN OUR COMMUNITIES?

Friday, June 29, 2018 — Quincy, WA

ACKNOWLEDGMENTS

On Friday, June 29, 22 people discussed how to support leaders in over twenty small group conversations. Collected in this “book” are the notes from these sessions organized by themes that participants themselves developed.

Special Thanks to our partner for this Open Space—the Quincy Community Health Center. The facilities were first rate and the enthusiastic participation of their staff and leaders contributed much to the dynamic and exciting conversations. Further thanks as well to the SCC staff and members of the Leadership Development Design Team for their efforts to make this day a success.

The Statewide Capacity Collaborative* (SCC) is a collective movement among funders to invest in efforts to strengthen the systems, structures, skills, and people of nonprofits and the nonprofit sector in our state. The SCC believes investing in the people leading the teams, organizations, and movements making positive change is vital to the nonprofit sector and the wellbeing of Washington state.

The SCC recruited a diverse Design Team and convened Open Space events across the state to create a community-informed process to support leadership development. Learn more and find the 2016 SCC Leadership Scan here: wascc.org/leadershipscan

* Member foundations of the Statewide Capacity Collaborative include:

- Ballmer Group
- Bill and Melinda Gates Foundation
- Campion Foundation
- Cedarmere Foundation
- Group Health Foundation
- Medina Foundation
- Satterberg Foundation
- Sherwood Trust
- Seattle Foundation
- Social Venture Partners

CONTACTS

To reach the Statewide Capacity Collaborative contact Zamzam Abdulgani at Social Venture Partners: zamzama@svpseattle.org, 206.451.8123

If you have questions about the facilitation of this Open Space, please contact: John Perkins, Ph.D., Keep the Change Consulting, johnp@ktchange.com, (206) 524-4496
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- Ethical Responsibility to Make Leadership Roles Accessible to Underrepresented Persons: Data-Driven Leadership, Mariela, Donny & Mariela

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- Accountability & Building Trust, Wilma
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Equitable Leadership Development
(Theme 41)
YOUTH SPEAKERS CUT TO FAST REAL AND COMEFROM
THE COMM. IF THE YOUTH REVEAL
* GIVEN UP DREAM * HOW COSTLY IT IS *
ETHICS OF WHOSE STORY YOU CAN SHARE?
1ST HAND - OK
EX: WORKING 'LIL BRO BABYSIT AND SHOWING CHORES
TYPES OF JOBS IF DROP OUT
GAMIFY & FUNNY SO ITS MORE INTERACTION
* ROLE PLAYING - STRENGTHENS CONNECTION TO "MESSAGE"
1 PERSON IN LIFE I BE HARD LIFE QUESTIONS.
3. HOW TO PRIORITIZE
LIVE EMPATHY TO COMMUNICATE TO YOUTH

* TRUST-BASED RELATIONSHIPS
* RESOURCES (PEOPLE YOU CAN TALK TO TOO)
* GIVE THEM THE RESOURCES BEFORE THEY HIT ROCK BOTTOM.
* LOOK FOR CONNECTIONS - PEOPLE THEY WILL LISTEN TO.
  EX: GRANDPARENTS
* PEER-TO-PEER: VULNERABILITY TO HELP WITH
* ACT IN VS ACT OUT.
Support with anonymity (se)
(x) using technology to our advantage.
How do you keep anonymity in a small town
- How do we stop the small town from accessing the resource.

TED TALK GOOD OLYMPIC ICE SKATING ON TEEN SACRIFICE
- An organization may want to "be more diverse" but it's not deep or authentic - that often prevents leaders of color from being successful.

- Hiring practices can change to better map non-traditional skills.

- Accountability of white-led organizations to impact, not just intention.

- Hiring is stepping away from resumes & more evaluating potential & weighting opportunities outside of "dominant culture stand pro-active recruitment - go to where people are, being engaged with organizations with diverse membership.

- We do a disservice when we don't provide support at all levels of the job/organization - need a really active

- Rethinking every way a white dominant culture runs - fundraising, meetings, languages, hiring, values.

- Extra pressure for persons of color & lack of support.

- Assert someone's power is more challenging for POC.

- When are "dominate culture" individuals step down/step aside/

- Recognize who is a candidate for leadership.

- Stay about meeting vs. cena (dinner) to reach ppl - shorthand, dotted white leaders a disservice. Need to unlearn.

- Build organizational capacity is tough when orgs are tiny & don't have time & boards are not equipped.

- Where do new staff come from - AmeriCorps & Interns.
Humility to build relationships

How does geography play a role in also being successful in increasing capacity (if your county is very rural, for example)?

Representation matters - see people who look like us in those positions.

_normalize diverse ways of thinking/talking (eg. bilingual as norm)

Co-sponsor activities so everyone owns the space/practice

Fund positions, actively recruit individuals, be ready
Organizational integrity as org

Develop mentoring network - matchmake skilled leaders with emerging leaders. This can be done informally & effectively.

Turnover & change in board/leadership is hard on orgs - how do you prepare & build sustainable orgs especially when no staff

Rotary has 3 levels of leadership that could be replicated

People have leadership skills that can be developed - help people see themselves as leaders.

Hispanic Chamber Commerce NCW - assessing leadership skills & assigning roles. Developing confidence among new YG leaders. Spin off the scholarship fund as a separate 501c3 nonprofit.

How can you build a sustainable org w/ such turnover - think 5 yr. out & what you need to secure.

Can larger, stable orgs help smaller ones w/out taking advantage of? How do you build reciprocal relationships. Abuse can be reduced by funders who push back on power balance in grant proposals.
Asset mapping to identify needs & to build mentorship pool
What are basic tenants of mentorship & how do we build network?
Need to be aware of cross-cultural & cross-gender mentorships
+ build authentic relationships that
Mentor orgs & establish organizational sister
Organizational Planning Development
(Theme 42)
- Assessing interest of membership
- Soliciting feedback
- Evaluations of returns - success and impact
- Advisory Board - Business numbers
- Evaluating boards
- Don't forget volunteers here
Strategy and working towards one goal
Working towards clarity of the plan
Milestones and progress goals along the map
How do we avoid the "Survival of the org," that loses the mission.

Long range visions that lead in a direction
Navigating a changing environment/landscape
Tactic is different is the strategy
What is your organization? How do you avoid mission drift?
How do we balance long term vs crisis reaction and that different organizations have to develop at different rates.
Who is the "voice" who is the "you"
Implementing the plan and process

How do you do this? Build connections?
One on One interview / Time
Fun works / Mail stuffing / Send thank you note
Allow social & passion conversations over something like a mailing.

Must have? How to increase engagement & relationship beyond / person with the org.
Who do you trust? Who do you go to for help?

Allow the people who are often mentioned to form a support action team. (S PAL) Key is to sharing facilitation skills.

Build confidence → competence → creativity
Leadership is responsibility
Ethical Community Responsiveness
(Theme 43)
Friends recruit and keep us out of gang
can military Vets be mentors

- This younger generation (20-35) not
  any support as Vets. It affects
everyone around us. --

  Kids: "People tell me I'm a strict father but
  I don't know any other way."

  (VFW is just war stories + no help.) We cope
  by laughing about it - who has the best story. 

  How do I talk to my wife + kids.
  Had a 1 day course for transitioning.

  Mary Jo: There are very few if any counselor
  meds: "I might as well be drunk - that's what
  the meds do." Meds are way of controlling us.

  Anger management / counseling didn't really help

  What would have helped - would be easier to
  talk to a peer.
- What would be helpful - peer support
- Way I've started coping [kids + sports because it keeps me occupied]
- Leadership with your kids helps support the community too
- Fear going to the VA -> a friend of his was evaluated by the VA & his firearms were taken away. They don't give help, they just take things away.
- There also isn't job training for civilian jobs
Engaging leaders in immigration reform, especially how it intersects with healthcare. Professionals are not figuring it, but the communities emulate the

Information accessibility to immigrants
Knowing their rights

Building relationships: interdisciplinary connections.

→ assessing the kind of leadership in our communities
   → how can we support them?
Community efforts to protect immigrants with organization relationships

Bridging the gap between communities & within communities

Using social media to advocate, share information, closed group on social media to protect identities and confidentiality and share information comfortably
Founders for farmworkers
Social media technician
Live sessions to access of family members via telehealth, Skype, technology

Family - affordable housing for migrant/immigrant workers
Growing local leadership
- Cyber bullying
- Technology
- Housing
- Immigration

Close families create close communities

Community events
Organizational structure
Access to legal aid - Community need - NWREP
Access to Mental Health Services - rather than perscriptions.
Educational Opportunities
Access to medical Care
Freedom to work without fear of incarceration
Taking the initiative to start a movement
And keep it going. Being able to give supporters direction and keep them motivated
Mary Jo,

spirituality, passion, that calls you
to reach out / help others.

Martin - lack of resources, knowledge of
information is loco.

- Rapid response team is set up
- Verifier (able to verify incidents)
  provide trainers in the community
  (volunteers), businesses.

* Wai Sun * 8441.724.3737
call to report incidents.
spaces for retreat

- churches
- schools
- hospitals
- private only / employee only spaces
Topic | Tema: LGBT+

Convener(s) | Convocantes: Conny, Mariela

Attendance | Participantes: How Many | Cuántos: 6 Names | Nombres: Wilma, Mariela, Vanessa, Kazi, Mike, Joanne, Mely, Martin.

[Write on One Side Only with Black Ink] Notes, diagrams, mindmaps, etc.

[Escriba en Un Lado Sólo con Tinta Negra] Notas, diagramas, mapas mentales, etc.
Appendix

Themes & Topics
EQUITABLE
LEADERSHIP
DEVELOPMENT
Leadership & Mentorship for youth.

Education

-Mely
BUILDING
ORGANIZATIONAL
CAPACITY FOR
EQUITY

Melissa
MENTORING:

SUCCESSION PLANNING

Nancy + Wilma + Joanne
Increasing opportunities for people of color in positional leadership.
Ethical responsibility to make leadership roles accessible to underrepresented persons: Data driven leadership
Organizational Planning Development
Accountability

*Building trust*

W/1/m
Strategy + Strategic Plans

Julie
Designing a 'Process Map'

Vision/Outcomes

⇒ TOC

⇒ Guiding Principles

⇒ Implementation Values

⇒ Milestones

Henry
Passion + Profession = Production

Ron
ETHICAL COMMUNITY RESPONSIVENESS
Veterans & Families

Transition Program

A

Lunch/Almuerzo

Salvador Lourdes
Leadership w/ my community
(Latino, Migrant, imm., Farmworker)
Learning the needs of the Community & providing avenues of help/support
Protecting immigrant and refugees. Stop separating families!

Martin
LGBTQ+

Safe spaces & support

Danny R. Maricela

B
Lunch/Almuerzo