

## Monthly Strategic Planning Committee Meeting

August 11, 2021

### Attendees:

Ravi Respeto (Chair)  
Dave Kilgore  
Sarah Morton  
Stephanie McNamara

Naomi Aitken  
Don Shotwell  
Steven Ray

Meeting called to order at 1:00 PM

### I. Strategic Plan Framework

- a. Ravi Respeto asked, "How do we build it out and how to do we tackle that work?"
- b. Dave Kilgore presented the current plan and added in the DEI Framework going forward.
  - The Strategic Plan was consolidated and shared.
- c. Ravi Respeto asked, "Do we want a training for our board that is an addendum to the plan so that folks can have a clear vision?"
  - The committee agreed that training for the Board is imperative.
- d. Steven Ray asked if other Boards have done this work that we can piggyback off of?
  - Sarah Morton responded that the other Boards really haven't ventured out to address the DEI needs in their respective Regions.
    1. The DEI Framework was added because of feedback during the Strategic Plan interview panels. Let's focus on the cities' work that are similar in size to our region. We can survey the other non-profits in the area to see what they are doing and what they have in place (4-H, United Way, YMCA, etc.)
- e. Steven Ray reminded that community members who are not a part of this work every day are more apt to relate to something that they can relate to ie – verbiage like 'formerly incarcerated.' Let's be careful with the terminology that we use. Breakdown what it means and why it matters.
- f. Priority 1A - Addition to Strategic Plan – "holistic" was added because the job seeker overall is important. Supportive services are critical. Highlighted in red to add in the clients that are being served - teaching them how to build their career and skills through self-sufficiency - ideally to get off assistance. Professional development is imperative as well.
- g. Dave Kilgore and Sarah Morton would like to put the Strategic Plan forward for Board approval.
  - The Committee supports moving it forward.

### II. PWDB Training

- a. Naomi Aitken shared that DARS has set up a DEI Framework and they continue to do so.
- b. The PWDB that has such a diverse group of leaders and needs, perhaps a climate survey to send to the Board to find out what is needed to start the ball rolling. How do we weave it into the Strategic Plan?
- c. Ravi Respeto posed the idea of a sub-committee to focus on the DEI piece, specifically the training for the Board. Perhaps a Black/Brown person to help bring another vision or vantage point.
- d. The United Way offers a \$5k grant per fiscal cycle. Ravi Respeto suggested the Board apply to cover the cost of training.
  - Steven Ray – Asked if PWDB funding is available to cover the cost. Sarah Morton confirmed that these funds are available, and the grant would be unnecessary.
- e. Don Shotwell suggested more of a checklist of what the Committee is asking in the survey vs. a more narrative based question. The simpler the better.
- f. Board members will assist in choosing a training consultant.

- g. Steven Ray asked if the Board could start to develop metrics now.
    - Sarah Morton responded that the metrics can be developed once the needs are identified, post-questionnaire.
- III. DSS/SNAP Grant - Should the grant be inside our strategy?
- a. Sarah Morton has developed the term "4 F's:" Farm, Food, Family and Finance.
    - How to understand fresh food and value a bit better. This concept builds on the importance of self-sufficiency for the job seeking community or those currently receiving SNAP benefits.
- IV. Career Pathways
- a. The 'Employer Toolkit' will now be referred to as the 'Employer Tool' as part of the bigger picture.
  - b. 16 Career Clusters that align with the Career Pathways within which to progress.
  - c. Dave Kilgore shared the template that maps out the positions and how each can reach their goals.
    - i. A clear idea of what employers expect in order to reach the next level. Creating a pipeline opportunity and then a matrix of where to find the training system that they need/want. If there are blank spots, we (The PWDB Staff) will work with the education system to figure out how we can fill them. Would like a clear vision of who to contact and how to contact them regarding training.
  - d. Employer Ambassadors - Farmington Country Club has already jumped in and there are several companies that have already volunteered to do the same.
  - e. Career seeker vs. Job seeker – Would make a clear definition of a career pathway vs just a job. Connects with the partners so they will start using them as a guide.

Next steps –

1. Communications and Engagement Professional is being hired to focus on developing the business specific cluster.
2. Ravi Respeto loves what was laid out by Dave Kilgore regarding the mapping. She requested to pick a few for low hanging fruit. She would like for a CNA specifically - Healthcare is in the forefront.
  - a. Will take several months to make sure the wording is correct before rolling out to ensure the consistency.
3. Dave Kilgore to make a list of the employers he is planning to formulate this for.
4. A questionnaire to be established for the PWDB to establish training needs.

The meeting was adjourned at 1:30 p.m.