

FOUNDATION CONSORTIUM – RESULTS FOR CHILDREN INITIATIVE

ARE WE PRACTICING INCLUSIVE GOVERNANCE?:

A TOOL FOR DIALOGUE AND REFLECTION

(November 7, 2000)

PURPOSE AND OVERVIEW:

The purpose of this activity is to give your leadership team an opportunity to think about how well your Prop. 10 Commission currently practices inclusive governance and decision-making. This exercise is designed as a means by which your group can gain a deeper understanding of each other's perspectives about the current situation. It should reveal where people have a similar assessment as well as where there may be differences of opinion.

As a leadership team committed to helping your Prop. 10 Commission do a better job of being inclusive, we feel it is important for you to have a better sense of your collective impressions of the current situation. We recognize that the degree to which members of the leadership team have already been involved in the work of the Commission varies tremendously. Your individual perspectives are likely to reflect differences in your relationships to the Commission. What emerges from those differences is part of the learning gained from this exercise. After you use the tool, we also encourage you to think about how you might broaden your understanding of how well you are practicing inclusive governance by gathering additional information from people and groups back home.

WHEN TO USE:

This assessment process takes approximately two and a half hours. Ideally, such a session would also be held separate from an existing meeting in environment which promotes reflection. The Foundation is happy to work with your local facilitator to provide you with such support. Leadership teams interested in facilitation support should contact Yolanda Trevino (626-794-2906).

INSTRUCTIONS

PART I: INDIVIDUAL REFLECTIONS

Each member of your leadership team should go through this tool by themselves before comparing responses with other team members. (Materials Needed: Pen or Pencil, Assessment Cards, Individual Tally Sheet. Estimated Time Involved: 20 minutes)

1. Find a quiet place where you can sit by yourself.
2. Lay out your cards so that the salmon colored rating cards (A Strength, Working On It, Needs Attention, In Urgent Need of Attention and Need More Information) appear in a horizontal row in front of you. The statements of practice (on white paper) should stay in a stack by your side.
3. Pick up the first statement in the stack and read it carefully. Then, decide which rating (Strength, Working on It, In Need of Attention, In Urgent Need of Attention, Don't Know) most accurately describes how well your assessment of how the Commission engages in this practice. Base your response on what you know and see as an individual versus as a representative of any particular group. Place the assessment card under that rating card.
4. Repeat this rating process with all of the statements until you have rated all of the statements of practice.
5. After you have completed rating, use your personal tally sheet to record your results.

PART II: TEAM DIALOGUE AND REFLECTION

Creating a Collective Tally of Your Results

The purpose of this tally is to give all of you an overall picture of how team members rated each statement. It should offer you a sense of where you have agreement as well as where there are differences of opinion. The purpose of this exercise is **not** to force the group to come to consensus about the ratings for different statements. (Materials Needed: Individual Tally Sheets for Each Team Member, Collective Tally Sheet, Poster-Sized Tally Sheet, Magic Markers. Estimated Time Involved: 10 minutes)

To create this collective tally, follow these steps:

1. Tape up the poster-sized tally sheet on wall.
2. Using magic markers, team members should mark their results on the poster-sized tally sheet. After everyone is finished, one team member should record the results on the 8.5 x 11 inch tally sheet.

Engaging in Dialogue about Your Results

The purpose of this part of the activity is to give the entire team an opportunity to learn from each other by exploring where you agree as well as disagree.

- A. Everyone take a moment to silently reflect upon the collective tally of results. Look for areas with similar results as well as areas with differences of opinion. (Estimated Time Involved: 45 minutes)
- B. Discuss the following questions:
 1. What patterns do you see?
 2. What questions does this raise for you?

Use this opportunity to ask people to share why they might have rated a statement differently or to explore whether people gave a statement similar ratings for the same reason. During your discussion, keep in mind the following ground rules:

- a. Create space for everyone to share their thoughts.
 - b. Explore differences of opinion. Remember that the goal of this exercise is understanding not convincing others of your perspective.
 - c. Respect confidentiality.
 - d. Speak from your own perspective (experience, knowledge or world view).
 - e. Practice listening deeply with an open mind and an open heart.
 - f. Pay attention to your reactions (body language, feelings, thoughts, etc.).
- C. After you are sure that you have a collective understanding of the results, discuss the questions. (Estimated Time Involved: 45 minutes)
 1. Who else could offer important insights into how well your Prop. 10 is engaging in inclusive governance?
 2. What would be the best approach to asking their opinion?
 - Inviting them to a session where they take the tool
 - Asking them to fill out a written survey that you develop based upon part or all of the tool
 - Conducting focus groups
 3. How could the results of your assessment be used to inform the work of the Prop. 10 Commission and the development of your Academy product?
 4. What steps if any, could you take immediately to address any shared areas of concern that may have emerged from this first assessment?

ORGANIZING CARDS

	A STRENGTH
WORKING ON IT	NEEDS ATTENTION
NEEDS URGENT ATTENTION	DON'T KNOW

TALLY SHEET
(For Personal Use Only)

Name:

Commission:

Date:

	STRENGTH	WORKING ON IT	NEEDS ATTENTION	URGENT NEED OF ATTENTION	DON'T KNOW
INTERNAL OPERATIONS					
1. People involved in the work of our Commission have opportunities to build personal connections and develop deeper understanding of each other's values and perspectives.					
2. People involved in the work of our Commission feel respected, valued and have opportunities to share what they know and believe.					
3. Our Commission's decision-making process is perceived as fair and takes different viewpoints and perspectives into consideration.					
4. Our Commission has made a public commitment to addressing equity and inclusion in its work.					
5. People involved in the work of our Commission reflect and represent the wide variety of different types of families and ethnic groups in our community.					
6. Commission members discuss issues of equity and diversity and their implications for their work.					

TALLY SHEET
(For Personal Use Only)

Name:

Commission:

Date:

	STRENGTH	WORKING ON IT	NEEDS ATTENTION	URGENT NEED OF ATTENTION	DON'T KNOW
RELATIONSHIP TO COMMUNITY					
7. Our Commission recognizes, identifies and draws upon skills of community members with cross-cultural skills ...					
8. Our Commission is aware of which groups are not typically represented and actively works to obtain their input. It looks beyond self-appointed leaders...					
9. Our Commission has taken time to learn about and connect to existing community leaders and decision-making structures...					
10. Community meetings are held at accessible times and locations. We learn about and respect indigenous leaders and decision-making structures...					
11. Our Commission has taken steps to ensure that people from all ethnic and cultural groups know about our Prop 10 Commission and how it works.					
12. Our Commission communicates with and reaches out to people in their home languages.					
13. Our Commission uses a variety of mechanisms such as focus groups, interviews, surveys to solicit input on an on-going basis.					

TALLY SHEET
(For Personal Use Only)

Name:

Commission:

Date:

	STRENGTH	WORKING ON IT	NEEDS ATTENTION	URGENT NEED OF ATTENTION	DON'T KNOW
14. Our Commission has worked with the community to ensure that the goals and results of its strategic plan have not been imposed by a single group but reflect a shared set of priorities agreed upon by the different groups which make-up our community.					
15. Our Commission has worked in partnership with community members and groups to design and collect data on the strengths, assets and challenges facing the different kinds of young children and their families living in our community.					
16. The major strategies supported by our Commission build upon the strengths and recognize the unique challenges facing the different children and families who make up our community.					
17. The allocation of resources in our Commission's budget reflects a commitment to equity and inclusion and drawing upon the strengths of our diverse community.					
18. We use disaggregated data to examine whether the work of our Commission equally promotes positive results for the different groups.					
19. We work with agencies funded by Proposition 10 to ensure that they evaluate how well their services help to improve outcomes for the different kinds of children and families in our county.					

INTERNAL OPERATIONS

1. When people are involved in our Commission's decision-making process (staff, commissioners, advisory groups, community members, etc.), they have opportunities to build personal connections and develop a deeper understanding of each other's values and perspectives.

INTERNAL OPERATIONS

2. When people are involved in our Commission's decision-making process (staff, commissioners, advisory groups, community members, etc), attention is paid to ensuring that everyone feels respected, valued and has an opportunity to share what they know and believe.

INTERNAL OPERATIONS

3. Our Commission makes decisions in a way that is perceived by everyone to be fair and that allows different viewpoints and perspectives to be taken into consideration.

INTERNAL OPERATIONS

4. Our Commission has made a public commitment to addressing issues of equity and inclusion in its work.

INTERNAL OPERATIONS

5. People involved in the work of our Commission reflect and represent the wide variety of families and ethnic groups in our community.

INTERNAL OPERATIONS

6. Commission members discuss issues of equity and diversity and their implications for their work.

RELATIONSHIP TO COMMUNITY

7. Our Commission recognizes, identifies and draws upon the skills of community members with the cross-cultural skills to help develop relationships between public agencies, families and residents and identify assets of different ethnic and cultural groups.

RELATIONSHIP TO COMMUNITY

8. Our Commission is aware of which groups are not typically represented in decision-making process and actively works to obtain their input. It looks beyond “self-appointed” leaders and already recognized groups.

RELATIONSHIP TO COMMUNITY

9. Our Commission has taken the time to learn about and connect to existing community leaders and decision-making structures that may already exist within the different ethnic groups in our county.

RELATIONSHIP TO COMMUNITY

10. When our Commission holds community meetings, they are held at accessible times and locations.

RELATIONSHIP TO COMMUNITY

11. Our Commission has taken steps to ensure that people in our community, from all ethnic and cultural groups, know about our Proposition 10 Commission and how it works.

RELATIONSHIP TO COMMUNITY

12. Our Commission communicates with and reaches out to people in their home languages.

RELATIONSHIP TO COMMUNITY

13. Our Commission uses a variety of mechanisms such as focus groups, personal interviews, and surveys to solicit input from families and community members on an on-going basis.

THE WORK OF THE COMMISSION

14. Our Commission has worked with the community to ensure that the goals and results of its strategic plan have not been imposed by a single group but reflect a shared set of priorities agreed upon by the different groups which make-up our community.

THE WORK OF THE COMMISSION

15. Our Commission has worked in partnership with community members and groups to design and collect data on the strengths, assets and challenges facing the different kinds of young children and their families living in our community.

THE WORK OF THE COMMISSION

16. The major strategies supported by our Commission build upon the strengths and recognize the unique challenges facing the different children and families who make up our community.

THE WORK OF THE COMMISSION

17. The allocation of resources in our Commission's budget reflects a commitment to equity, inclusion and drawing upon the strengths of our diverse community.

THE WORK OF THE COMMISSION

18. We use disaggregated data (data broken down by race, language, gender, etc.) to examine whether the work of our Commission as a whole equally promotes positive results for the different groups who make up our community.

THE WORK OF THE COMMISSION

19. We work with agencies funded by Proposition 10 to ensure that they evaluate how well their services help to improve outcomes for the different kinds of children and families in our county.