

OPEN SPACE HARVEST SUMMARY



TOPIC / QUESTION

Thoughts on Confirmation Hearings

HOST

Andre
McJed

PARTICIPANTS

Sameerah Bital,
Michael Shaw,
Sook Jin Ong.

SUMMARY OF CONVERSATION / ACTIVITY

- 1) Hearing -
 - A) Unprepared
 - B) Many unqualified
 - C) Cut funding that goes to infrastructure
1- Need to know background
 - D) Unable to answer basic questions
 - E) To go against matter not, there not enough votes to make a change
- 2) Sook-in - Non citizen feel like she does not understand or know the situation US is in now
 - A. Non of us know
 - B. Good old Day
 - C. White guy losing power
 - D. losing you trusted & (white) feels like oppression

KEY INSIGHTS

- All are disappointed "Right given back to Red hake of the hand" • Good old Day
- upset at the level of ignorance in the candidates
- losing access • Artificially emmigration of blacks
- "So" "How"
- Perception
- Power - indicator of it Changing is driving the racism and political

NEXT STEPS

OPEN SPACE HARVEST SUMMARY

2

TOPIC / QUESTION

How might we move from Hierarchy to Community/ Shared Leadership?

HOST

Donte Curtis

PARTICIPANTS

Roxanne,

SUMMARY OF CONVERSATION / ACTIVITY

There may be a possibility to have both hierarchy in structure but shared leadership in culture & philosophy.

We discussed how we foster shared leadership within hierarchical systems.

Help people see that we all be valuable to the conversation

Utilizing Convergence strategies

Indiv conversations @ each level, then bring everyone together

How do we get consensus during convergence? What are the parameters, and pause based on feelings in the room.

KEY INSIGHTS

Challenge us to understand the word "empowerment" which can be interpreted as giving people power

It's helpful to have voices of all levels as part of the conversation as decisions are being developed.

NEXT STEPS

Donte Include Youth in development of a Youth Conference
Roxanne will include temp workers in feedback. She will have a retreat.

Pete will include representations from the next level in the convo.
Jen pay attention and observe a bit more about power dynamics in her projects.

Camara will involve Strategy Team's Board members in community conversations

OPEN SPACE HARVEST SUMMARY



TOPIC / QUESTION

Now, is the time to talk about race in America. How might I/we host these conversations?

HOST

Bob-C

PARTICIPANTS

Jue Kochy, Dante Curtis, Carrie Kruger, Lari G., Lia Vital, Jameerah Bk, Kethil Dallas, Michael Garner, Antonia Wilcoxon, Sook Jen

SUMMARY OF CONVERSATION / ACTIVITY

Andre McNeal, Julie Khorvitz

- A hard time to talk about race. - It is not ever not the time
- Experiences of persons of color - Sabotage after betrayal after
- Calling the conversation requires courage - there will be pain.
- How do we create safe environments and to see each of us as a person, a human - being, not less than, equal
- White folks need to take on the challenge. I won't be the monkey (Black person) in the room.
- European Americans talk about systemic trauma, historical trauma - white Americas on their journey on healing.
- Allies are there, what are in support, how do we nourish the relationships w/ allies.
- Can't call conversation; beat people over the head.
- Conversations, training for 10 years of white people - ie trains to not feel, love, heal, lack emotion - move beyond ally to being with each other.

KEY INSIGHTS

- Leading courageously meaning of it.
- People of color can't be the ones always taking the lead.
- We as humans are all on a journey - take responsibility ownership of our own history.
- Resistance to having the conversation as white people can talk & realize the advantages reserved; others kept out of.
- Internalized oppressions (Oppressions of white pe

NEXT STEPS

White people hold the power to change the dynamic.

- Skill set has to be developed
- Form a group that continues to meet about moving this work forward.
- Send email & set up meeting w/ those at the table / signed sheet

Where to start:

- ▶ educate yourself - lost self
- ▶ Understand history of African Americans - Know history in general
- ▶ Critical thinking skills
- ▶ White people need to do their work separately from AA people
- ▶ We need to form allies - separate and together

Uncomfortableness around white saviour
Why separate the two

Leather Heckman - consultant - send to ~~Bob~~ Bobe & Lori

Call to conversation about race

- > feel emptiness in a position of privilege need to listen
- > always interested in what more can I do in this area
- > have become complacent - being talked about need action
- > know less than I do should & learn, opportunity to do something
- > lived in very European community - Don't know what the lives matter
- > Personal life brought her to the conversation 1st; professional life 2nd
- > Need tools
- > Loved the honesty
- > Wards like European American vs White
- > Take advantage as white person to be schooled

OPEN SPACE HARVEST SUMMARY



TOPIC / QUESTION

How can we inspire (action) and lasting change at the org level?

HOST

Jeff

PARTICIPANTS

Jodi, Jillian, Monica, Jani, Amanda

ready
etc

SUMMARY OF CONVERSATION / ACTIVITY

Barriers

- Silos
- "EXPERIENCE"
- Past - letting go

2 questions

1. How do we ~~use~~ ^{use} our meetings at the org level to affect change?
2. How do we carry this training to our organizations?

~~Value~~ Are meetings enough for lasting change?

Value of a "long-process" of meetings

Techniques:

- Appreciative Inquiry
- Reframe our assumptions
- Action commitments
- 90 day glance-ahead

KEY INSIGHTS

1. Not all things need lasting change - What needs to go and stay?
2. Valuing work and valuing people provides positive reinforcement to move forward.
3. Many tools depending on degree of action/change needed

NEXT STEPS

OPEN SPACE HARVEST SUMMARY

6

TOPIC / QUESTION

How can we help Human Services Workers love their jobs?

HOST

Corinne

PARTICIPANTS

Gary, Jannell, Jen, ~~Daniyaka~~
Daniyaka, Deanne

SUMMARY OF CONVERSATION / ACTIVITY

What ~~makes the~~ have we seen in people who are happy?
• honoring each others difference
accepting them when they are.

→ We have meaningful work
how to show this? More surveys

→ We can frame information - tremendous amount of work we do.

→ Don't get discouraged - just start - it takes time, ^{gret}

KEY INSIGHTS

- Health & Wellness @ Work - How do we ^{to change the culture.} focus on health.
- We can help others when we are in love with our work.
- Give kudos to your co-workers when you see it. Start meetings with a bright spots
- Recognize others in bright spots

NEXT STEPS

- Key insights cont
- give it back to staff } recognize peers
- How to find out how ~~the~~ people like to be recognized. →
- Nucleus or grows whether positive or negative

• "Space" for Important emotional

Funniest thing at Work

• Prince Karaoke Competition
Champion in the room!

• Talk like a pirate day

• Finish that song

• Energetic & Fun leaders

• Overnight retreats

- "building the biggest tower"

- can stay in or go out
(sang, danced, ate bar food)

- stories of what happened
later.

• Pie Day! (π day)

• Halloween - pot lucks & costumes

|| Themed
costumes
by Teams

OPEN SPACE HARVEST SUMMARY



TOPIC / QUESTION

Do I need to leave my organization?

HOST

Sue Koch

PARTICIPANTS

Michaels, Lorrie J, Sue K.

SUMMARY OF CONVERSATION / ACTIVITY

Each told their story of leaving a former job. We all discerned patterns in the stories. Process is:

1. problematic job... dissatisfaction
2. more-problematic
3. catalyzing moment: total clarity that you need to go.
4. decision to leave
5. landing-on-your-feet period

KEY INSIGHTS

~~There is~~ After leaving, you realize you shouldn't have stayed so long. The preparation for leaving is the hardest part.

Must keep the decision on the front burner to be open to other possibilities.

What is the catalyzing moment: A moment will come that so clarifies your dissatisfaction that you need to leave.

NEXT STEPS

Problems:

Ldrshp was problematic - not mission-driven; abusive; manipulative.

Had to fight my ~~ldrshp~~ to do my good work

Culture of fear

Probs

Dec to leave

~~Struggle with~~ Leaving - Taking what
you need with you.

Finding my feet.

OPEN SPACE HARVEST SUMMARY

3

TOPIC / QUESTION

How to move from silos to integrated care before the funding dries?

HOST

Roxanne

PARTICIPANTS

Jennifer Strei
Roxanne Kibbia

SUMMARY OF CONVERSATION / ACTIVITY

Reinforced at systems/financial/education/language

Probes - (?) Reflection of how ~~the~~ "Tipping Point" example of cleaning up subway turning around NYC crime.

Politics, policy, funding, ^(HIPAA) data privacy, educational = entrenched.

Refined question: How to influence change in large systems when you have limited influence/authority.

How to connect to find commonality + share tiny steps.

KEY INSIGHTS

Through relatedness = takes time.

Empowering ourselves + others = to connect, host + harvest = change.

Beliefs shift (when personal discomfort ↑) - e.g. when it's your dilemma.

NEXT STEPS

a) Find allies; b) go to some place / division person you are not familiar w/ and discipline experience the discomfort/tension.

c) Ask the question to more people;

d) data share mechanism, e.g. Amazon.com

OPEN SPACE HARVEST SUMMARY

TOPIC / QUESTION

Designing an Integrated Assessment Tool for Families

HOST

Jodi

PARTICIPANTS

Emily; Danika Leonard; Corinne D.; Gillian Kahn
Shannell; Kathleen; Sarah

SUMMARY OF CONVERSATION / ACTIVITY

1) geographic designator 2) school enrollment 3) going to the NP par

① Northside Achievement Zone: Cradle-College-Career Pipeline

Achievement Family Coach

Case Management

Web. (NAZ Connect)

Multiple Providers access.

Goals Status Prompts for Families

Focus on College Success Culture in School.

-Steps- "Achievement Plan." Kids Parents stable at home. updating goals.

NProfit vary in how they use it.

Capacity - The others have own case management tool.

①B Hennepin has another process "Broader Need Assess" around education success for kid.??

Enrollment -

• What are your top 3 goals right now

- Enhancements w/ web tool.
- Not that useful to NProfits - Parents.

② Domains and Ratings

KEY INSIGHTS

⑤ Assets Based Language.

③ Goals Attainment Scaling.

personal achievement and then rolling it up to document.

- Agreement if families could use a tool....
- Where the assessment happens will influence how it is understood by the clients

NEXT STEPS

• Navigate Ind out.

④ Boulder "Etsy" to Self Select. Bridge to Benefits = Benefit.

"One Degree" -> Bay Area. *Feedback Loops Yes!

- Innovation Lab these people. Ask who else should come.

+ GARY

OPEN SPACE HARVEST SUMMARY



TOPIC / QUESTION

methods to participatory convergence

HOST

June Tigan

PARTICIPANTS

Stephanie
Andreea Z Jeffrey N
Amanda C Hua-m
meeday Jooi A

Cramenah

SUMMARY OF CONVERSATION / ACTIVITY

- move too quickly to decision-making
- SPINNING, re-stating the problem
- Always in emergence - where are people to join in the implementation?

CONSENSUS

(1) Shame what interests you
Come - Strategy team (influencers)
THUMBS ↓ & what will = THUMBS ↓?
THUMBS sideways & THUMBS ↑

- * Don't ASK questions you KNOW the answer to (DISINGENUOUS)
- * Perimeters really helpful
- * Frame + "Time Bound" (Praise the Context)
- * ~~Temporated = input + workshop~~

KEY INSIGHTS

- Where's a smart place to start? (Priority 1 & 2)
- What deserves our priority, care + attention?
- See their OWN on the options given = engagement
- investment

People that want to descend, will descend. ←

No magic bullet to keeping people

Open space for action planning

NEXT STEPS

Harvest = action plan that?

prioritize actions & provide a timeline

Structuring good questions, powerful questions
→ LINK to group

"What do you need + please understand we have limited resources."

→ "Guaranteed you'll have input Not you'll get your way"

OPEN SPACE HARVEST SUMMARY

7

TOPIC / QUESTION

invite creativity in ourselves and others

HOST

Jen Meik

PARTICIPANTS

Gary, Michelle, Monica, Leah
Jen, Gary, Michael, Soek Jin

SUMMARY OF CONVERSATION / ACTIVITY

open mind, creativity
can be disruptive and hard
engagement
fearless, "lets try it!"
trust that mistake is an
opportunity to learn
do things differently
have fun

ask people what
they like, good at?
work is your stage
you're on/off
story - powerful way
to present info
build relationships

KEY INSIGHTS

When we grow up we want to be like Jen!



participants.

NEXT STEPS

Practice creativity
invite others
have fun!