Breakout room 2

FYI: We have until 3:15

Notes will be anonymous unless you choose to share your name

Group: Cali Ellis, Linda Moon Stumpff, Miriam Barnett, Marcia Zitzelman (note taker)

1) What knowledge, skills, and abilities do new professional hires in your agency or organization need that they currently do not possess?

Not sure how I would know what they currently posses

Communication, listening is important. How to listen is something we need to consider. Intent/Impact. Nonviolent communication. How to leverage your strengths, strengths of others. Everything revolves around how you do or do not communicate effectively.

Sessions on communication should be incorporated into curriculum.

Team-building efforts in current core classes. ITP Metrics for assessment – self reflection and how do they bring that into teams. Negotiation courses – active listening, being present, what am I trying to accomplish, getting to “yes.”

Helpful concept: think about what it looks like/feels like to be in abundance, not in scarcity. Scarcity is fear-based. Better decision making happens from a place of abundance.

Q: Where do you look for abundance in these times?

A: Was in the arts prior to this position, everything incorporates art. Beauty has a value. Stay in your values, and how to live them out. Example: Make time to do art - it is their way of being in abundance.

Expand further: Communication through negotiation, collaboration. Collaborative skills are necessary to build systems. Data is a huge emphasis for tribes, getting data right. Bad data can hurt you. Asking the right questions is important. Example: Tulalip has high degree of unemployment in Census – in part due to timing, asking the right question (fishing). Understanding cultural connotations.

Applying feminist principles: ask good questions, what happens when the right people are not at the table. Data is never neutral. How you approach questions is critically important.

Another course suggestion: Broader cultural understanding in tribal, black, and other communities. Maggie Walters’ book on indigenous knowledge.

Grant writing: Data is important for storytelling. How to find the story in the numbers.

Applied, practical skill. The connection is great.

2) In what ways can the faculty and student expertise be better leveraged to serve the needs of Evergreen's community partners?

Typically use a lot of different interns from colleges in Tacoma, Seattle. Have ended up hiring a number of them post-internship. Fundraising, counseling, etc. Mostly pull from Seattle University. Expanding counseling center in new building, it is a practicum site. 18-22 month placement. Understanding the dynamics of domestic violence.

If there is a social work program, can make connections there. Has a full-time volunteer coordinator that meets with people. Try to incorporate interns as if they are staff, embrace them in that capacity.

MPA specifically: would love someone to help with advocacy efforts. Helping students understand that advocacy, phone calls matter. Domestic violence has many intersections.

Internships: MES example – number of internships, special contracts that agencies do every year. Easier to administer, set expectations for students and agency. Students can make real contributions to the agency, especially in research. Helps students with predictability, degree planning. Exchanges with different agencies are also something to consider.

3) What professional training and development needs exist that can be filled by a new graduate program at Evergreen?

Nonprofit Administration – can we develop a more robust offering? Going forward, we can create required classes in nonprofit.

Recommend: fundraising courses.

Environmental policy and management. State has many climate change issues, land management, water and distribution of water. Concern with cross-over into MES, not necessarily true.

Micro-credentials. Example: Training for legislative assistants.

Many programs are doing things like this to raise funds, recruitment tool.

Fundraising certification.

Helps with job searches.