

# Theory of Change

*No more transactions – Time for transformation*

- **Normalize – normalize language and establish a clear vision**
- Organize – create the structure for change
- Operationalize – Develop plans/structure within and across department
  
- *Theory of change taken from the Government Alliance for Race and Equity (GARE)*

# What's next?

- Focus on normalizing
  - City Manager and DEI team working with a consultant to help us prepare leadership to champion this work.
  - Continue to provide staff with learning opportunities to understand the work.

# How Can You Support?

- Educate yourselves
  - History of racism/discrimination
    - ERAACE
    - Disability Network
    - TRHT
    - Michigan Department of Civil Rights
    - Fair Housing Center of SW Michigan
- Support/Accountability
  - Support COK leadership in the transition to transformation
  - Hold COK leadership to the transition to transformation
  - Institutionalize the work, the DEI department and Director
  - Encourage/support further equity studies
    - Pay Equity Study
    - Disparity Study for procurement
- Make decisions using an equity lens. Ask the following questions: (Equity toolkit)
  - Who will be impacted by this decision? Have the impacted folks been a part of the conversation?
  - Could there be unintended consequences? If so, what is the plan to mitigate those consequences?
  - Is this a duplication of services/programs already in place? Why is this necessary? This is both internal and external.
  - Have the staff been involved in process? Is there staff capacity to produce results?

*Until you can see the offenses and share the pain, you cannot be an anti-racist.*

*– Author Unknown*

*You can not reap the fruit of righteousness and justice when the soil is not prepared to nurture the seeds of truth. Righteousness and justice can only flourish when truth is received and responded to.*

*-Author Unknown*