

6-WEEK SERIES PRACTICE OF POSITIVE CHANGE

SESSION #5

DESIGNING OBJECTIVES

- **Revisiting PPC Framework**
- **Goals v. Objectives**
- **Designing Objectives**
- **Examples of Feedback to Action**
- **Work Group Questions**

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THE FRAMEWORK

Agenda-Setting (Intention)

Building partnerships with intention and direction.

Assessment (Naming & Remembering)

Understanding and using the past to guide us and inform present actions.

Learning (Listening & Observation)

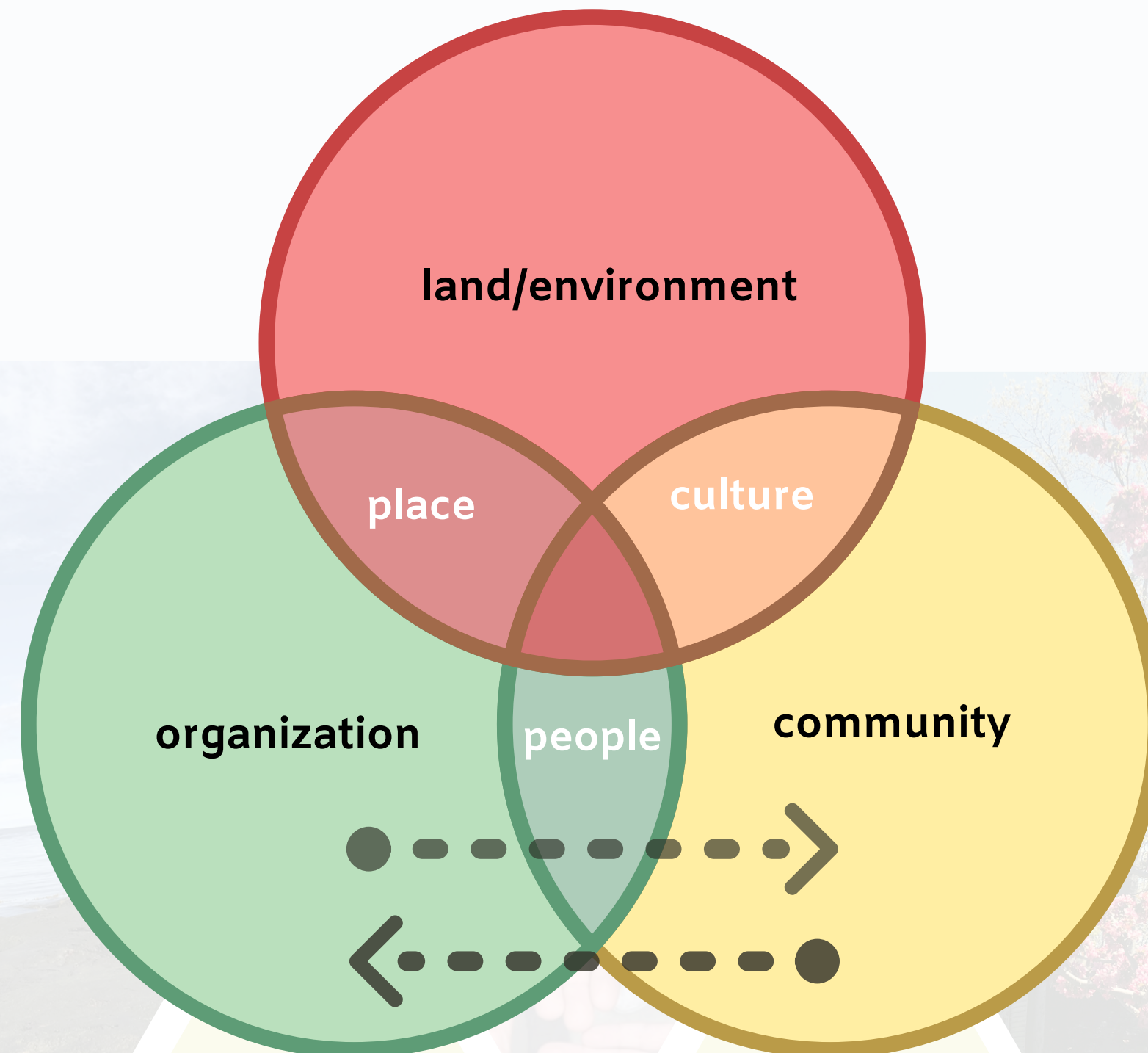
Increasing awareness and knowledge of people, place and history.

Creating & Producing (Expression)

Taking new knowledge to inform a new approach to support DEI.

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CONNECTING THE PIECES



THE PRACTICE OF
POSITIVE CHANGE

The Practice of Positive Change: An
Indigenous Approach, Summer 2020 sessions
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GOALS V. OBJECTIVES

GOALS

Broad & General

Identify a Direction or Overall Aim

OBJECTIVES

Specific & Targeted toward a unique function for fulfilling a goal

Measures progress and is time-bound

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DESIGNING YOUR OBJECTIVES

- Centered on Equal Input from Multiple Partners & Internal Groups
- Encourage Transparency
- A Shared Consensus & Collective Understanding of Next steps
- Informs a projected timeline, specific department initiatives, etc.
- Designing objectives does not have to be overwhelming, find ways to integrate what you are already doing in partnership with others

REVISIT FEEDBACK WITH PARTNERS

1. Check-In & Clarify Understanding

- Helps define limits & boundaries, addresses cultural nuances.

2. Get it in Writing

- Report out your key themes & findings.

3. Share It

- Share it with your partners & invite forums or feedback.

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FEEDBACK TO ACTION

OVERALL GOAL

Support Diversity, Equity & Inclusion by aligning it with our mission to promote farm fresh and seasonal foods in ways that support and include Indigenous and Communities of Color.

INITIAL OBJECTIVE

Community Engagement

Increase engagement in and support for one community that promotes traditional foods and natural products.

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FEEDBACK TO ACTION

FEEDBACK

Community BIPOC/Two-Spirit Partnering Non-Profit

"We have a program that supports youth & young adult two-spirit BIPOC learning about traditional foods and medicines and invite two-spirit elders, but, we don't have a venue to host these workshops".

NEW KEY OBJECTIVE

Community Engagement: Increase engagement in and support for "X" by offering our land space as a venue for workshops.

Community Give-Back: Create opportunities for elders or communities to use land for harvesting traditional foods.

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WORK GROUP QUESTIONS

Based on your Assessment and Feedback

What ideas or thoughts came up?

How is it shaping your objectives?

What has your feedback been - internal, external, both?

What objectives could you translate those key themes into?

**Share 1-2 key objectives that have resulted
from your conversations with others.**