

WEASO Expectations – Update December 2023

** I've tried to bullet work underway below the three identified needs areas, but some of the actions address more than one of the articulated needs.

Articulating Vision and Goals:

- Work with the University of Oregon Labor Education and Research Center on drafting a strategic plan for the WEA. The process will intentionally involve staff, governance, and management in the input and planning. The initial meeting with LERC occurred in November, another meeting is scheduled in December to further discuss the potential scope of the work, and the team from LERC will meet with the WEA Executive Committee in January to come to agreement on the project scope. I will update as plans come together for the overall process and how and when staff will be involved.
- Ongoing work with WEASO leadership – both in and outside of Labor Management meetings. Labor Management meetings have been very productive since the new CBA was ratified. WEA management and WEASO are working collaboratively to problem solve ongoing and new issues and to explore how we will work together to discuss and address more complex issues that arise.

Living Up to Values:

- Work with WEASO leadership to draft a clear process around how complaints under the harassment policy should be filed and how they will be handled by WEA once they are filed.
- Working to implement a centralized job description system so all job descriptions are consistent across the organization and are available to update as needed. Target for completion is by the first of February.
- Work with WEASO leadership on an intentional, sustained plan for creating a better and more inclusive workplace. This is not going to be accomplished through one training, or even a series of trainings. We must continue to assess our growth, our continued challenges, and how we can alter our plans to move us forward.

Addressing Needs of Staff in Their Work with Leaders:

- Will be attending Council meetings throughout the winter/spring – working to schedule those right now. Will create space to meet separately with staff as well as the governance meeting. Will be working with managers to join me in attendance at those meetings. The purpose of the meetings is to listen and learn so that I can better understand the current needs of staff. I will also be mapping out how to create similar opportunities for HQ, GR, and staff housed in the Spokane office.
- Working with management team to create opportunities to engage staff in in-person meetings to help facilitate relationship building and to create spaces for deeper collaboration and planning

around the work. Explore with staff the priority core work that needs to be done in order to set expectations and address workload.

- Working with management team to provide training, coaching, mentoring and other professional development opportunities for managers and directors. I am also working with a professional coach on my growth as a leader in the organization at this pivotal time.