

WEASO Expectations Statement

The staff of WEA believes that a leader with vision who builds a supportive and compassionate work environment while cognizant of the high levels of conflict and stress inherent in staff's daily work, is essential to maximize staff efficacy in serving our WEA members. The absence of this vision and support has reached a critical point, and we are compelled to submit this statement of our needs to you, our Executive Director.

In taking this step, we reaffirm our responsibility to work towards achieving the organizational vision of maximum benefit for WEA members.

WEASO Needs Statement

We need our WEA Executive Director to be a visible leader of the organization, articulating the vision and goals upon which all employees are focused.

- Clearly state the organization's overall aim and each department's requisite role and function to that end
- Demonstrate the ability and authority in being the decision-maker and determining obtainable benchmarks
- Cultivate relationships and rapport with a variety of respected staff leaders across job titles to improve opportunities for employees and thus organization success
- Accept responsibility as the organization's staff leader by regularly meeting and engaging with staff across the organization.

We need our WEA Executive Director to ensure that WEA lives up to its values of being a racially and socially just organization.

- Create policies and procedures that are transparent, available, and enforceable for all employees
- Implement and consistently apply fair practices with all employees.
- Engage with WEASO collaboratively as the WEA continues its evolution as a just organization for all employees

We need our WEA Executive Director to exhibit actions, words, and behaviors which align with leading and addressing needs of staff in their requisite work with elected leaders.

- Demonstrate sustained actions to resolve conflicts and concerns
- Distinguish, subsequently prioritize, and then address the pressing issues facing staff, in particular maximizing the alignment of staff's efforts with governance
- Cause directors and managers to receive the essential training and support to appreciate the current state of our organization, the systems that have been successfully employed in the past, and then integrating both into policies and procedures which move the organization forward

Expectations

The staff anticipates the needs we have identified as a group to be met by our current and any future Executive Director. We expect our current Executive Director to take immediate, specific actions and to demonstrate significant progress towards these ends by February 28, 2024.

Actions

WEASO leadership, on an ongoing basis, will gather input from the employees regarding the progress in achieving these organizational imperatives. WEASO will provide the employees and the Executive Director with progress reports reflecting this feedback. If by February 28th the staff does not feel that sufficient progress has been made, we will exercise our organizational obligation to involve the WEA Board of Directors in this regard.

Staff Commitment

WEASO recognizes our inherent obligation to continue to communicate to maximize benefit to WEA members. WEASO commits to attendance and honest dialog at on-going labor management meetings, and to our mutual good faith efforts in providing the maximum benefit to WEA members.

If the Executive Director wishes to involve governance at any point in time, we are amenable to meet jointly and share information and concerns including identifying the resources, support, and training that will assist us in assuring a work environment conducive to optimizing staff performance for the ultimate benefit of all WEA members.

* Document presented to WEA Executive Director, Aimee Iverson on August 15, 2023 by WEASO members Greg Alarid and Marie Canas, and WEASO president, Katy Henry.