



Title VI Goals & Accomplishments Workshop

Workshop Plan:

- **One hour in 8 small groups working through some strategic questions and sharing.**
- **For those attending remotely, you may wish to download the presentation.**
- **We will present a question, your group will brainstorm / discuss and then we will share with the room what we came up with in response.**



Break Into Groups

- We have 8 large pads of paper / sets of markers
- Therefore we need to get ourselves into 8 equal size groups

(psst. This means *move* ;))Thanks!



Identify Risks

- **What programs / areas of “operation” can you identify in your communities where risks for discrimination might occur?**
 - What are the risks?
 - Which programs are “higher risk”? (Why?)
 - Which are marginal but still worth noting? (Why?)

Take **Five minutes** to answer the above questions, then we will check in with each group to see what we discovered....



Creating Goals for Risk Areas (10 min.)

As a group pick ONE of the above risk areas and work through the following:

- 1. What specific risk(s) exist in this program area?**
- 2. Who do you need to identify as “contacts” to get more information to assess & address these risks?**
- 3. What information might you need? What Data might be available? What additional data might you need to collect?**
- 4. In a nutshell: How would you evaluate this risk to determine if discrimination were occurring?**



Example:

- 1. In our public meetings (program) we may not be creating equitable opportunities for participation and may not be receiving balanced input.**
- 2. I need to talk to the people who schedule the meetings and those who hold them, as well as those who use information we get during our meetings.**
- 3. I could look at when and where we meet, who attends, what comments we received, how we used information, the demographics of our town...etc.**
- 4. I might need to collect demographic data of attendees, look at when certain populations are available and where they live and might attend a meeting.**



Creating Goals for Risk Areas (10 min.)

As a group pick ONE of the above risk areas and work through the following:

- 1. What specific risk(s) exist in this program area?**
- 2. Who do you need to identify as “contacts” to get more information to assess & address these risks?**
- 3. What information might you need? What Data might be available? What additional data might you need to collect?**
- 4. In a nutshell: How would you evaluate this risk to determine if discrimination were occurring?**



Setting Goals:

- **What does success look like? (robust meeting attendance as diverse as our community...)**
- **Can you define it in specifically? (We will know our meetings are inclusive when 1% of our community participates and the representation in those meetings matches our town demographics such that if we are 28% Hispanic then 25-32% of meeting attendance is Hispanic.)**

5 Minutes



Setting Goals (Continued):

- **What would your 3 year target be?**
- **What is a reasonable annual goal?**
 - How would you define accomplishment of that annual goal?
 - What periodic (monthly, bi-monthly or quarterly) progress will you measure?
 - How will you measure progress?

5 Minutes



Wrap Up...

- **Success must be measurable**
- **Success must be attainable**
- **Success must be sustainable**

Reasonable good faith efforts are only that if they are tied to a likelihood of success...

Questions???

