
CRDC JODIE: Session 1

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Agenda

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- Introduction
 - Agenda overview, program goals, session goals
 - Meet Your Facilitators
 - Norms | Meet Each Other
 - Setting the Context
 - Values
 - Vision
 - Next Steps
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Program Goals

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- Clarify evolving identity
 - Surface and codify the values, norms and agreements that will guide internal and external and external processes and communications
 - Integrate Justice, Opportunity, Diversity, Inclusion and Equity
 - Create an inclusive, dynamic roadmap for the future that positions CoHoUS as a leader in cooperative movement building
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Curriculum

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Session 1: Values and Vision

Session 2: Implicit Bias, Core Principles

Session 3: Conversation Training

Session 4: Organization and Movement Building

Session 5: Roadmap

Today's Session Goals

Diversity, Equity, Inclusion and
Liberation Basics

- Understand Framework for Planning and co-creation
 - Get to know your facilitators and each other
 - Lay Foundation of Vision & Values
 - Become Familiar with SOAR
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Norms

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- Assume best intentions
 - Bring your full self/be vulnerable
 - This is a safe space
 - Step up/step back
 - Draw a bigger circle
 - Experienced people: share your wisdom!
 - People new to DEI training: ask Qs aggressively
 - Take care of yourself
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Meet your trainers!

Context

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Stated Mission

CohoUS fosters a more cooperative society by supporting cohousing communities and educating the public about the benefits of cohousing.

Stated Vision

Our vision is to shift the culture toward a new American dream where every home is surrounded by caring, collaborative neighbors who use less of the earth's resources while living an abundant life.

Informing question: How will the work of the CRDC retroactively inform the current stated mission and vision of CohoUS?

FIDO

Values

- Write down 4 values that are important to you
 - Breakout: agree with your partners on 4 values that are important to ALL of you
 - Place the 4 values into your group's column on the spreadsheet
 - What is your earliest memory of how these values were formed?
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Vision

How does it feel to belong? What is your “warm apple pie”? What would it look like to create that feeling of belonging among all people who connect to cohousing?

SOAR

SOAR Model Analysis (Appreciative Inquiry)

S

Strengths: *What can we build on?*

- What are we most proud of as an organization?
- What makes us unique?
- What is our proudest achievement in the last year or two?
- How do we use our strengths to get results?
- How do our strengths fit with the realities of the marketplace?
- What do we do or provide that is world class for our customers, our industry, and other potential stakeholders?

O

Opportunities: *What are our stakeholders asking for?*

- How do we make sense of opportunities provided by the external forces and trends?
- What are the top three opportunities on which we should focus our efforts?
- How can we best meet the needs of our stakeholders?
- Who are possible new customers?
- How can we distinctively differentiate ourselves from existing or potential competitors?
- What are possible new markets, products, services or processes?
- How can we reframe challenges to be seen as exciting opportunities?
- What new skills do we need to move forward?

A

R

Aspirations: *What do we care deeply about?*

- *When we explore our values and aspirations, "what are we deeply passionate about?"*
- *Reflecting on our Strengths and Opportunities conversations, who are we, who should we become, and where should we go in the future?*
- *What is our most compelling aspiration?*
- *What strategic initiatives (projects, programs and processes) would support our aspirations?*

Results: *How do we know we are succeeding?*

- Considering our Strengths, Opportunities, and Aspirations, what meaningful measures would indicate that we are on track to achieving our goals?
- What are 3 to 5 indicators that would create a scorecard that addresses a triple bottom line of profit, people, and planet?
- What resources are needed to implement vital projects?
- What are the best rewards to support those who achieve our goals?

Breakout

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- What makes you feel immediately at home/connected?
 - What is the first thing that comes to mind relative to cohousing
 - What does your hopeful vision of cohousing look like and feel like? Who is there?
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Next steps

- Needs Assessment
 - Debriefing Form
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