

OWNERSHIP IS GREATER THAN BUY IN

CREATING A CULTURE OF BELONGING AND
OWNERSHIP IN YOUR ORGANIZATION



presented by the Office of Culture & Engagement's

Pat McGregor

START WITH MINDSET

Icebreaker activities can indicate value to people. If they have something to offer they may be more likely to participate in the learning.

**WHAT ARE THE THREE BEST THINGS
ABOUT YOURSELF THAT YOU BRING TO
THE WORLD EACH DAY?**



**WHEN THEY SAY 'LET'S
START WITH A QUICK
ICEBREAKER!'**



**YOU GET AN ICEBREAKER! YOU GET
AN ICEBREAKER! EVERYONE GETS
AN ICEBREAKERRRRR!**



**'LET'S GO AROUND THE ROOM AND SAY TWO
INTERESTING FACTS ABOUT YOURSELF'**



**WHEN THEY START A STAFF MEETING IN AUGUST
WITH A HIGH-ENERGY ICEBREAKER... 'I'M OUT!'**

MINDSET MOMENT



3

HOW WE DO THE WORK

- Speak Your Truth
- Stay Engaged
- Expect to Experience Discomfort
- Be Aware of Intent; own Your Impact
- Accept and Expect non-Closure
- Maintain a Learner Stance and Be Open to New Thinking
- We Hear ALL Voices



4

HOW WE TREAT EACH OTHER

- Be Kinder Than Necessary
- Assume Positive Intent
- GIVE positive Intent
- How we say things matters
- Build a Bridge, Not a Wall
- Refrain from pivoting to other “isms”

5

TODAY'S GOALS

Always have established goals for your meeting! It helps guide the interactions and can refocus. They should correspond to your mission and vision.

1. View DEIAB through a learner lens
2. Apply a Multi Tiered Systems of Support model to DEI & Community Engagement
3. Undersand psychological safety and it's connection to ownership
4. How to understand different life frameworks as part of the process of learning.



6

A LITTLE ABOUT ME

- Wife Candice, Son Cameron our adopted daughter Tiara
- Newman the Dog and Lucy the Cat
- 23 years in education – school principal, instructional coach, 6th grade teacher.
- I live on a Houseboat in downtown Tacoma and a condo in downtown Tacoma
- LOVE, musicals (Tacoma Musical Playhouse)
- Own another houseboat on hood canal
- Love old cars and vintage design
- I LOVE Rap music (old school)
- I play basketball, tennis, lawn bowling and pickle ball
- Coached basketball for 8 years Chair of Puyallup Planning Commission, Tacoma Alcohol Impact Area Task Force, Homelessness task forces and other committees, board of New Tacoma Neighborhood Council
- Take a Sticky Note and Write an Impression of Me

7

SOME MORE ABOUT ME

- GREW UP WITH A DRUG ADDICTED MOTHER, NO FATHER, EXTREME VIOLENCE HOMELESS, FORCED TO STEAL, NO FOOD TO EAT, CLOTHES RIPPED, DIRTY
- SEVERE BEHAVIOR ISSUE IN SCHOOL, VERY VIOLENT
- GREW UP IN PREDOMINATELY BLACK COMMUNITY
- MOTHER LEFT, I TOOK CARE OF SISTER WHEN SHE WAS IN HIGH SCHOOL WORKED AT BREAKFAST AND DONUT SHOP (11PM-7AM) WHILE IN COLLEGE (4.25 AN HOUR!!)
- FIRST IN FAMILY TO GRADUATE FROM COLLEGE

TAKE A STICKY NOTE AND WRITE ANOTHER IMPRESSION

8

TOUGH CONVERSATIONS & GROWTH

POP QUIZ: WHO SAID THIS?

"Before we create educational opportunities about DEIAB, we must establish the structure to have the toughest of conversations through curiosity and ownership in creating belonging"

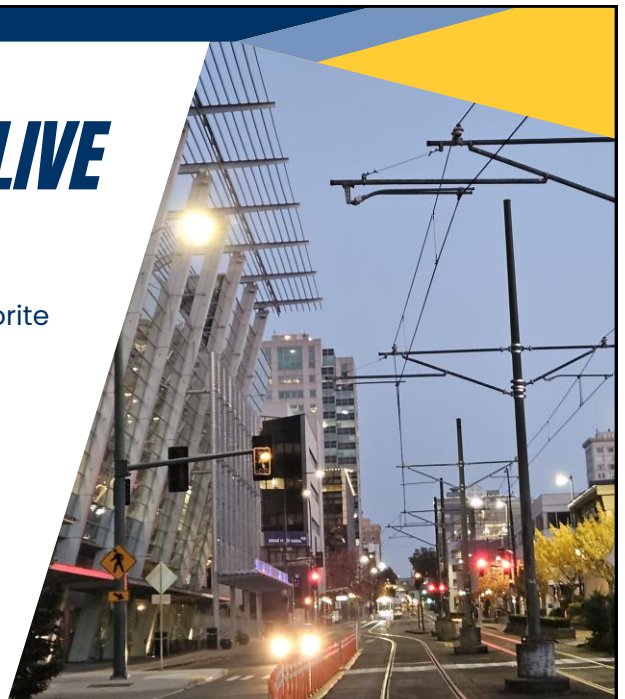
THIS IS DONE THROUGH:

- Understanding your learners
- Connect them to their OWN learning
- Creating systems and structures
- Give opportunities for practice in a safe environment

9

WHERE WE LIKE TO LIVE

- On your table, there are colored dots.
- Take a dot and place it next to your favorite place to live (City, Country, Suburb)
- Let's have a conversation!



10

OUR WHY VS. OUR WHAT



11

MULTI-TIERED SYSTEMS OF SUPPORT (MTSS)

The multi-tiered system provides increasingly intense levels of instruction and support to address certain needs

- More intensive than Tier 2
- Led by well-trained staff
- Optimal group size based on needs
- Aligned with core instruction - on a case by case basis
- Individualized to address student need through a repetitive manner

TIER 3

Intensive supports provided to 3-5% of employees

- Optimal group size and dosage
- Led by staff trained on intervention
- Complements Tier 1's core structure
- In addition to Tier 1's core instruction
- Standardized and evidence-based intervention

TIER 2

Targeted supports provided to 10-15% of employees

- Enrichment opportunities
- Standards-based instruction
- Data-driven differentiated instruction
- Effective implementation of research based program
- Alignment of lesson objectives among agency and from one division to the next.

TIER 1

Universal supports provided to all

12

COMMUNITY ENGAGEMENT

MULTI-TIERED SYSTEMS OF SUPPORT



SYSTEMS OF SUPPORT IDENTIFIERS

TIER 1

UNIVERSAL

- Purpose may be to highlight law enforcement efforts and purpose in the community
- Larger Community is involved with the effort (community BBQ, fair etc.)
- Community participation is not targeted (if you build it, they will come)
- May have an existing, well formed relationship with the group(s).
- Usually larger groups.

TIER 2

STRATEGIC

- Focused and targeted interactions with a subgroup or community or for a targeted purpose or outcome.
- Recent events or activities may require strategic interventions to rebuild or maintain the relationship.
- Events have focus of that particular community
- May be a part of a group in that community (i.e board)

TIER 3

FOCUSED

- Barriers to relationships with law enforcement and vice versa.
- May have intense trauma associated with law enforcement
- Tend to be 1:1 or in very small groups
- Meetings/events tend to be in the space of the impacted individual or group
- May need to build strategies to engage the larger population of that particular group in conjunction with the group.

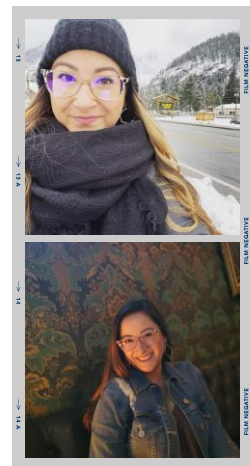
13

ENGAGEMENT ACTIVITY

THE TOWEL SAGA

BASED ON TRUE EVENTS

starring Candice McGregor



14

WHO WAS RIGHT?

"WE HAD NEVER TALKED ABOUT HOW WE TALK."

CANDICE'S FRAME OF REFERENCE

- Each towel had a specific purpose
- Those purposes could never cross
- Outdoor towels are only for outdoor use, indoor towels are for indoor use
- Indoor towels used outside made them dirty and ruined them.



PAT'S FRAME OF REFERENCE



- *TOWELS ABSORB LIQUIDS!!!*



15

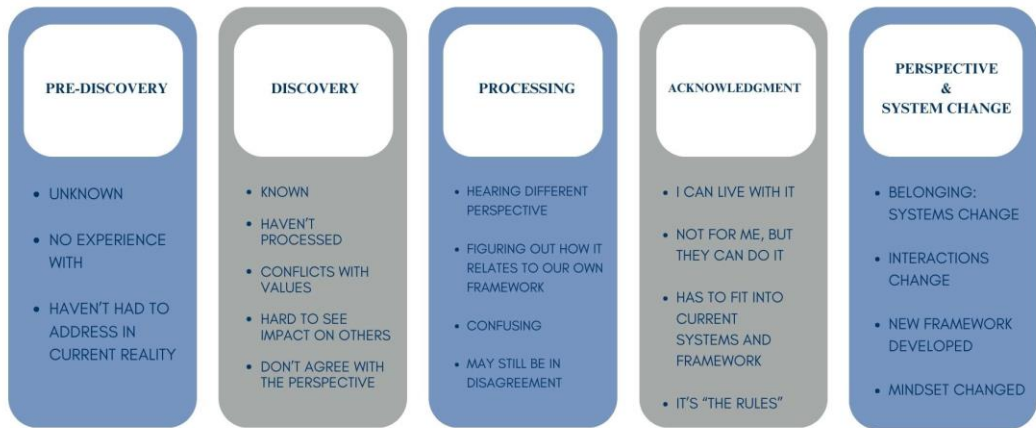
AN AWKWARD CONVERSATION

- Growing up, my family only had maybe two towels and they were used for everything and rarely washed.
- She had a grandmother who was very particular, she adored her grandmother.
- She had an abusive father, when I raised my voice, she became scared.
- I had an abusive mother, lots of bias toward women who exerted control or were in positions of power.
- Our trauma, values and bias had never been discussed. We were scared that two educated, professional, nice, kind people could behave that way. How did we let our hijacked brains take over?



16

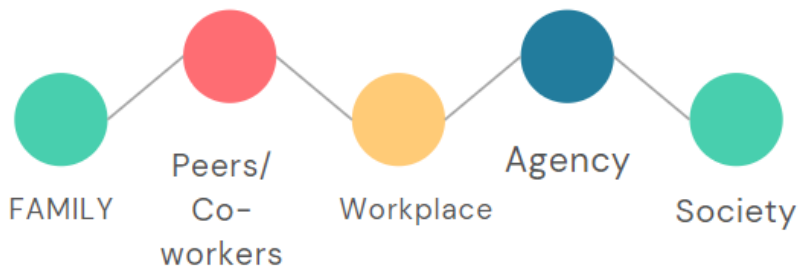
DEI FRAMEWORK PROCESS CONTINUUM



WE MAY MOVE BACK & FORTH AS NEW CONCEPTS & IDEAS ARE INTRODUCED

17

THE POSTER THAT BEST REPRESENTS YOUR FEELING OF BELONGING



AS YOU WALK TO THE POSTER, THINK ABOUT WHY YOU CHOSE THAT. WHAT MADE YOU FEEL A SENSE OF BELONGING OR NOT?
 GROUP WORK: SHARE YOUR THOUGHTS WITH THE GROUP. RECORD ON CHART PAPER.
 HEADINGS: SENSE OF BELONGING/NO SENSE OF BELONGING

18

FOUR QUADRANTS OF PSYCHOLOGICAL SAFETY

Learner Safety

It's Safe To:

- Discover
- Ask Questions
- Experiment
- Learn from mistakes
- Look for new opportunities

Collaborator Safety

It's Safe To:

- Engage in an unconstrained way
- Interact with colleagues
- Have mutual access
- Maintain open dialogues
- Foster constructive criticism

Challenger Safety

It's Safe To:

- Challenge the status quo
- Speak up
- Express Ideas
- Identify changes
- Expose problems

Inclusion Safety

It's Safe To:

- Know that you are valued
- Treat all people fairly
- Feel your experience, and ideas matter
- Include others regardless of title/position
- Openly contribute

19



**THANK
YOU!**



PAT MCGREGOR
OFFICE OF CULTURE & ENGAGEMENT

patrick.mcgregor@wsp.wa.gov

20