

HEAL THE HEART

Core
Coordinating
Team



TEAM ADVANTAGE

Seventeen (17) individuals were appointed by the Tacoma City Council to engage in systemic change and anti-racism work. They are the Core Coordinating Team (CCT) driving Heal the Heart. The team advantage of the Core Coordinating Team is:

- 100% diverse in race/ethnicity
- 82% have experienced racism in their lives
- 53% represent Generations Z and Y
- 60% think systemically
- Over 80% believe the political and social climate is "right" for starting a collaborative effort of this nature
 - About 90% "have a lot of respect for the other people involved in Heal the Heart"
 - Over 90% believe their organization, group or community will benefit from being involved in Heal the Heart
 - Examples of self-identified strengths are: *an ability to build healing spaces; an ability to translate between communities and across sectors; possessing energy, innovation, creativity and vision; AND being culturally competent in trauma-informed practices*

Note: Some data results are from the Wilder Collaboration Factors Inventory and the Cultural Orientation poll.



How We Do Our Work



Expressed Culture

Culture is defined as a social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication. The following elements have been identified and agreed upon by the CCT to shape its culture.



Operating Norms

- Transparency/Honesty
- Suspend either/or thinking; embrace non-binary
- Employ the principles of non-violent communication
- Accountability



Behaviors/Mindsets

- Care for each other; identify and build upon commonalities
- Have each other's back; be open
- Seek clarity, not perfection
- Get to know each other to increase effectiveness



Decision-Making

- Consensus as the primary mode of decision-making
- Identify process steps to mitigate decision-paralysis
- Expressed desire to amplify the voice of youth/young people

TEAM CHARTER

Vision: Collectively committed to being proactive in making Tacoma a ~~racist~~ **racist-free** city.



1

Principles

One expressed principle is: support and actively recognize that people of color are not a monolith or homogenous group. . . to address the issues that impact disproportionately on communities of color.

2

Actions

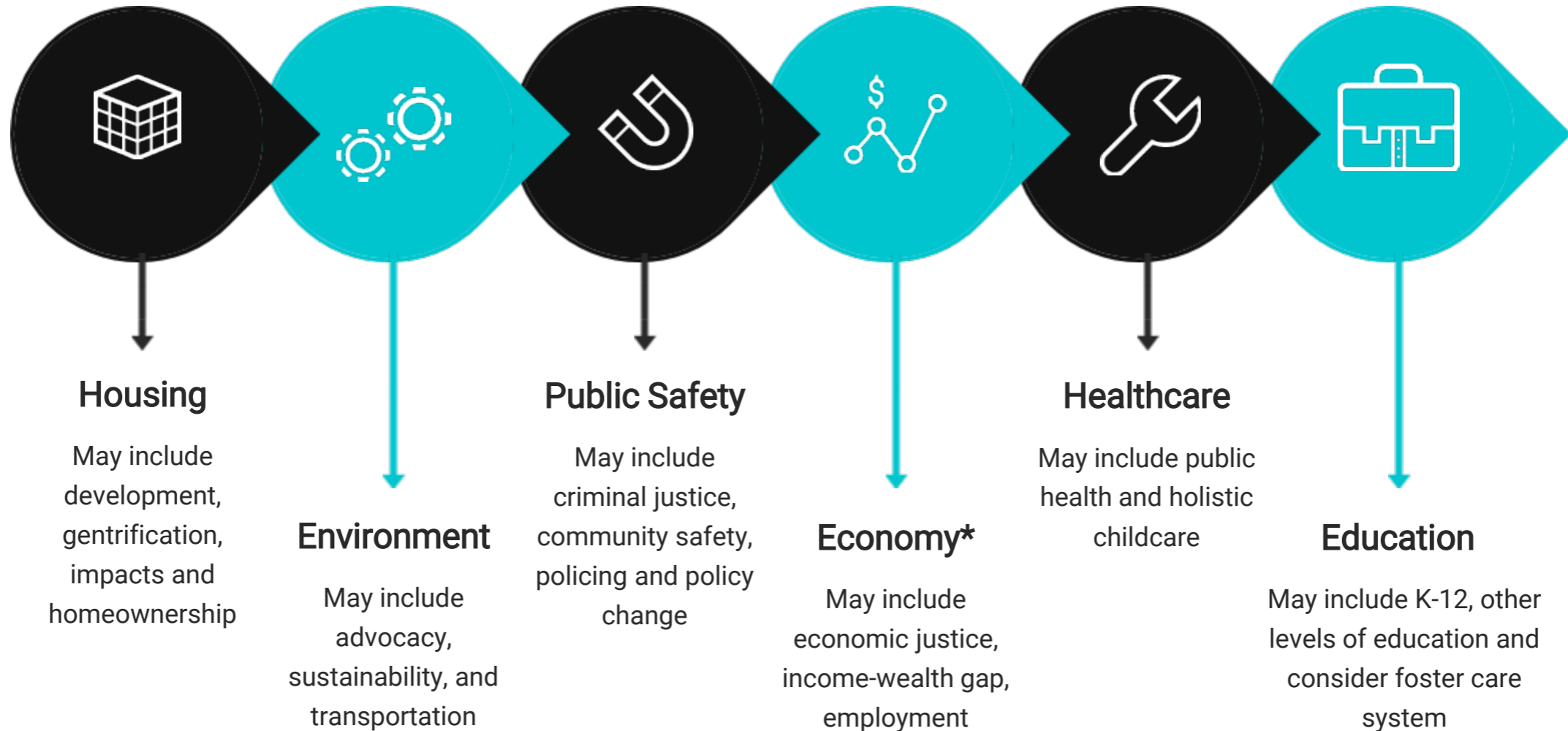
One key action is to design and establish Transformation Teams to focus on systems in which racism is evident and entrenched.

3

Definitions

One key definition in the charter is: Racism is defined as the systemic oppression of a racial group to the social, economic, and political advantage of another.

TOP SYSTEMS for TRANSFORMATION





March 31, 2021

Complete Charter

The team will continue to refine the charter to ensure functionality and as a foundational document.

April 30, 2021

Establish 2 of 6 Transformation Teams

The team will design a process for recruitment and the establishment of 2 of 6 proposed Transformation Teams prioritizing public safety.

NEXT STEPS

These are the primary milestones for the Core Coordinating Team.