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ACTIVITY

Map Your Organization

What do we do when we can't do everything?

A workshop on priorities + decision-making

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**Which of these are true
for your organization?**

Yes / Always

**Maybe /
Sometimes**

No / Never

Overview

Topic	Time
White Supremacy Organizational Norms - and some alternatives	25 min.
Values Bracket	20 min.
Decision-Making Processes	25 min.

Quantity over Quality

A pattern of taking on more than
we can chew

- Most resources are directed toward producing quantitatively measurable goals
- Quantitative goals are often unrealistic - and this results in an all-consuming effort to meet them. Strategies end up being:
 - Short-term thinking
 - Urgency thinking
 - Either/or thinking

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**Bigger isn't better.
Better is better.**

CASE STUDY

We hosted an event and had a great turnout!

DISCUSSION

What questions could we ask ourselves to determine the quality of the event?

**Try this
instead!**



Effectiveness over Efficiency

An antidote to Quantity over
Quality, a characteristic of White
Supremacy Culture

- Prioritize resources (time, money, energy, relationships) to long-term, meaningful work where you can make a difference
 - Be intentional about what you are doing and how you are doing it
 - Address root causes
 - Center your values
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Replace:

“How do we do that?”

With:

“Is this worth doing?”

Try this
instead!



Allow Your Values to Drive Your Work

An antidote to Urgency, Bigger is Better, & Quantity over Quality, characteristics of White Supremacy Culture

- Be clear on values
 - Include process goals, not just outcome goals
 - Center values, not deadlines. Set realistic workplans.
 - Think big picture: how will these actions impact people in 7 generations? Do these actions create problems for anyone else?
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DISCUSSION

What are examples of process goals?

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ACTIVITY

Values Bracket

Values Bracket Reflection

Yes / Always

**Maybe /
Sometimes**

No / Never

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**Conversations about
prioritizing work will
look different
depending on your
level of authority...**

EXAMPLE:

Equity-Centered Decision-Making Process

1. What problem are we trying to solve? (Ask "why" 7 times!)
 2. Does the status quo and/or does our solution align with our values?
 3. Why now?
 4. What is the intended purpose and outcome?
 5. Who benefits? Who is burdened? Who is impacted? (+ / -)
 6. What are the costs? (e.g., financially, politically, relationally, staffing/resources, etc.)
 7. Are we willing to make that sacrifice/pay that cost?
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Recommended Practices for Decision-Making Meetings

1. Build an organizational culture that embraces “conflict” and encourages dissent
 2. Pause and explicitly ask for gut-checks or concerns
 3. Meet in a space where your core values are visible, or start meetings by naming these values
 4. 24-hour holding periods - for big decisions, allow time to take it back
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DISCUSSION

How can you talk to your leadership team about priorities for your role?

Priority discussions with supervisors

1. How do I prioritize my work?
 - a. What projects or activities are within/beyond my job description?
 - b. How does my work connect to the team or the organization's values?
 2. When do I decide to pivot or do something different?
 - a. Environmental awareness of what's driving the work
 - b. Understand what is or is not within your sphere of control
 3. How do I "manage up" and communicate this with my supervisor?
 - a. Frame it with your eagerness to be impactful
 - b. Proactively communicate what you CAN do - not what you can't
 - c. Ask questions and work collaboratively!
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Example scripts

“I really care about the work we’re doing here, and I want to make the most impact that I can in my role. I know we say that we’ll know we’re successful when we’ve worked ourselves out of a job - so I want to strategize about how I can really do that.”

“The bulk of my time is spent on X, Y, and Z. If I take on A, what can I de-prioritize?”

“Based on X, I recommend focusing more energy on Y. What are your thoughts? What else might we need to consider?”

“We’ve agreed on these top four projects. It looks like these projects will take up about 35-38 hours of my time each week. How would you want me to spend the rest of my time?”

Commitment to Action

Based on today's workshop, what actions do or ideas do you want to take back to your team? What are you committing to doing differently?

- Build in more process goals within work plans
 - Ask my team equity questions during decision-making
 - Practice advocating for myself
 - Center organizational values when prioritizing work
 - Give yourself permission to say “no” to projects/ideas
 - **Other ideas?**
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Resources for Ongoing Learning

- [Wisconsin Partners Asset-Based Cooperation](#)
 - <https://www.whitesupremacyculture.info/>
 - [The Decider App](#)
 - The Answer to How is Yes, by Peter Block
 - [Understanding the Circles of Influence, Control, and Concern](#)
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Thank you for joining us!

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