

# Six Pillars of iWEAVE

*Creating a culture where people belong*

## Foundation Day

- All staff members participate in WEAVE Foundation Days within their first year of employment. The purpose of Foundation Days is to communicate WEAVE's foundational values and expectations regarding Equity and Inclusion and to create a sense of belonging for all staff, as their whole selves, to increase staff engagement, unity, morale, and retention.
  - Strengthen Diversity, Equity, & Inclusion.
  - Navigate difficult conversations.
  - Build collaboration and trust.
  - Create belonging.
  - Address cultural norms.
  - Embrace cultural humility.
  - Support staff.

## Social Justice Spaces

- WEAVE is committed to anti-oppression and anti-racism work and recognizes that to address domestic and sexual violence, we must understand the historical and current impact of racism, sexism, ableism, classism, and all other forms of oppression and injustice on the communities we serve. To that end, WEAVE provides ongoing opportunities for staff to learn, process, engage in courageous conversations and address community trauma.
  - Hold courageous conversations and address community trauma.
  - Create positive and sustainable change on social justice issues.
  - Promote wellness and self-awareness.
  - All staff are given the opportunity for personal and professional growth in anti-racism work and are paid for 8 hours of Social Justice continuing education each year.
  - WEAVE has a dedicated Social Justice Resources site to assist staff in engaging in ongoing learning and self-exploration.
  - WEAVE offers an optional Social Justice space where we (hold courageous conversations and address community trauma. Create positive and sustainable change on social justice issues while also promoting wellness and self-awareness.

## Building Partnerships

- **WEAVE intentionally and proactively builds partnerships in the communities it serves to help bridge the gap in expertise and knowledge, while leveraging community informed, culturally responsive strategies at various levels.**
  - Systemic Level: Address systemic issues that increases the prevalence of violence within oppressed and marginalized communities.
  - Community Level: Listen to the community and make it a priority to break abusive cycles and recognize organizations within community that can act as spaces for abuse victims.
  - Cultural Level: Address cultural barriers that prevent victims from seeking help.
  - Historical Level: Address the justified lack of trust within oppressed and marginalized communities with those who administer mental health and social services; lack of diversity and cultural/familial understanding within these fields.

## Recruitment & Retention

- **WEAVE employs multiple strategies to identify and recruit talent that is reflective of the communities WEAVE serves. WEAVE engages employees in meaningful ways designed to promote retention, job satisfaction and a sense of belonging.**
  - Create department video testimonials for new staff onboarding.
  - Improve onboarding interview/exit interview.
  - Improve job postings.
  - Engage staff through surveys.
  - Build strategies to strengthen DEI in the workplace and create a collective understanding of an anti-racist framework.
  - Identify and recruit talent reflective of communities WEAVE serves.
  - Practice transparency.

## Communication

- **WEAVE uses multiple internal and external communications tools and strategies to ensure that all stakeholders are aware of the agency's equity and inclusion stance. WEAVE strives to communicate in a way that is aligned with the agency's mission and equity work, inform the community of those practices, and ensure outreach is culturally relevant to engage the community in seeking services and promoting prevention.**
  - Spotlight community partners.
  - Highlight appreciation with our community and testimonials.
  - Contribute to agency communication to reach underserved, marginalized communities to uplift voices through storytelling and engagement.
  - Enhance external communications (outreach materials, presentations, etc.).
  - Communicate across departments to identify and implement opportunities.

## Sustainable Systems Change

- **WEAVE works to use a nationally recognized framework to provide effective, equitable, understandable, and respectful services that are responsive to diverse cultural beliefs and practices, languages, and other needs.**
  - Created Equity & Inclusion Work Group.
  - Review policy, procedures, and practices to align with CLAS standards.
  - Conduct staff surveys for internal evaluation and feedback.
  - Integrate equity and inclusion into the organizational culture.