

MACSSA Systemic Priority: Equity

Name of Project	Equity Phase 1 (2017)
Date	January 2017
Sponsor(s)	MACSSA Executive Committee
Project Manager	
Business Context/Background: Can be used to describe the problem or current state in a paragraph. In this space provide a description of the history or background leading to the need for this effort.	Equity is a critical priority for the Association to meet the needs of its membership now and into the future, as well as to impact positive change in the human services system. Actions are needed to bring a more diverse viewpoint to the work of the MACSSA and to ensure an inclusive environment within MACSSA for all. As leaders in the human services field, MACSSA members recognize that racial, ethnic and cultural inequities and disparities exist, therefore the Association must commit to a leadership role in addressing those issues.
Intentions: The purposes or reasons that the effort is undertaken; the results that are expected from the effort. "Defined as the expected end results of the project, intentions are ideally expressed in business terms and the reasons the enterprise is expending resources. For example, a company may want to define intentions as increase sales, improve customer service, or reduce operating costs."	
Expected End Result of the Effort-How Will The World Be Different? "The anticipated final impacts or benefits the effort is expected to have." In this space you will create a bulleted list of ways in which the world will be a better place as a result of you doing this work - deliverables. This is a bulleted list of the outcomes you intend to achieve.	<p>For the system:</p> <ul style="list-style-type: none"> ● Create awareness that equity is an issue in Minnesota and needs to be discussed ● MACSSA will have a clearly defined role within the system related to equity ● Opportunities will be created for authentic and productive conversations about equity to occur ● Equity is being considered in human services policy and practice and for hiring and promotion practices. <p>Internally to the association:</p> <ul style="list-style-type: none"> ● MACSSA's work will be attuned to the communities that the members serve ● MACSSA will be an inclusive environment for members of all backgrounds ● MACSSA will be positioned to be a relevant and dynamic organization. One that meets the needs of the changing demographic makeup of the human services workforce and leadership ● MACSSA as an association will reflect the communities that they serve
Effort Contribution-What Will the Project Do to Achieve the End Results? The portion of the Expected End Result that falls within the province and responsibility of the project. The remaining effort would, by implication, be the responsibility of someone other than the project team. The two efforts together would be expected to yield the expected end results. This is a bulleted list of activities you will embark on to achieve the outcomes – verb/noun sentences.	<p>For the system:</p> <ul style="list-style-type: none"> ● MACSSA will seek out the input needed to bring a diverse set of perspectives to the Association ● Leverage external relationships (UofMn future services, DHS perf. Council) ● Implement the partnership forum within MACSSA and engage in equity discussions ● Fully engage in the DHS Performance Management Council efforts to develop measures to address disparities ● Implement processes that ensure equity is considered in the legislative and policy development work of the Association <p>For the association:</p>

	<ul style="list-style-type: none"> • MACSSA will seek out the input needed to bring a diverse set of perspectives to the Association • Engage and leverage county staff (outside of members) to build equity within the association (as needed) • Create/build engagement strategies with all members • Create intentional pathways for inclusion within the association
<p>Values: Values are the set of beliefs, trade-offs and judgment-guidelines that govern the project results and how they are obtained. For example, speed of delivery may be more important than slick design. Or, it might be worth it to extend a project if team members receive valuable training along the way. System quality may be so important that a company will spend more time and other resources on a project to get it right the first time and avoid costly repair or retrofit later. Whatever values exist, all interested parties must understand and agree to abide by the same set in order for the project to succeed. At the root of most conflicts are the differences in values or unarticulated values.</p>	
<p>Values</p>	<p>For the systems work:</p> <ul style="list-style-type: none"> • Equity and fairness are critical principles to be successful in positively impacting citizens, communities and counties in Minnesota • Promoting a diverse workforce across the state of Minnesota • Promoting intentional succession planning focusing on respect and access for all individuals • Promoting policies and practices that address disparities and inequities <p>For the association:</p> <ul style="list-style-type: none"> • Gathering a diversity of viewpoints • Inclusion • Access to the association • As members of the association, share expectations and uphold the values of the association
<p>Stakeholders: Anyone who might be impacted by or who can impact the success of the project.</p>	
<p>Direct Stakeholders: Someone directly impacting or impacted by this effort</p>	<p>Members of MACSSA</p>
<p>Indirect Stakeholders: Someone impacting or impacted by the effort by virtue of his/her connection to a direct stakeholder</p>	<p>County staff</p>
<p>Focus: Focus is the domain of the effort/solution: what is in scope and out of scope; what people, systems and initiatives the solution must integrate with. Basically, what portion of the business can be examined and ultimately included in the development of the solution. Focus is the primary tool for controlling “runaway” expansions of the effort.</p>	
<p>Breadth (In Scope): The portion of the business processes, activities, functions and/or organizational units covered by the effort.”</p>	<p>MACSSA activities (e.g. forum and conference agendas, legislative and policy development, etc.)</p>
<p>Breadth (Out of Scope): The portion of business processes, activities, functions, and/or organization units NOT covered by the effort.</p>	<p>Activities of partner and other stakeholder organizations</p>
<p>Context: ...other parameters that should be commonly established, agreed upon and monitored during the project. Elements of context include issues, uncertainties, understandings (e.g., mutually agreed-upon assumptions) and latitudes (e.g., leeway granted to, or limitations placed upon a project). All involved parties need to be aware of these so as to avoid unpleasant surprises. This is all pretty important stuff – anything that shows up as a constraint, barrier, risk, must have an activity associated with it in your plan. In other words, you have to have an action to address each of them.</p>	
<p>General Context Statements:</p>	<p>MACSSA knows that the association cannot change personal/individual beliefs – however, they can hold members accountable for their behaviors.</p>
<p>Constraints: Limitations on the solution and the conducting of the effort.</p>	<p>The capacity of the Association to hold members accountable for their actions.</p>

<p>Risks: Unfavorable potential occurrences or circumstances, i.e., things that could go wrong, for which the project must have a mitigating strategy.</p>	<p>Magnitude of equity, particularly as it relates to the HS system goals. Many factors contribute to this issue that are outside the Association’s control. MACSSA must be diligent in keeping the scope of this priority manageable and setting realistic goals. If scope is not managed, inaction will likely result due to the magnitude of the issue.</p>
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