

CLEARs: Co-Design Law Enforcement + Improved Interactions Session 2

PHASE 2: SYSTEM SENSING

Participants will deep dive and fast track their learning of the greater system through reflection and Learning Conversations within the greater community - after the session they will engage in 1-1 conversations with additional stakeholders to glean greater systemic understanding. They will unearth what is most needed based upon stakeholder input through interviews + multiple perspectives within the system.

Today's Purpose:

Working together we will identify additional stakeholders in the "system" and/or the community that can give us more information, perspectives, and wisdom to further our understanding and uncover blind spots. Once identified we will create a plan to engage those people through Learning Conversations. In Learning Conversations we will be asking these additional stakeholders about current challenges, opportunities, perspectives, experiences, and possible solutions.

Today's Objectives:

- Continue to build relationships across the co-design team
- Develop project talking points
- Map the greater system -
 - a. Current resources
 - b. Stakeholders to engage and learn from, and
 - c. Identify on the team who will go engage who
- Identify key questions to explore during learning conversations such as identifying challenges, barriers, opportunities, and solutions.

OVERALL Purpose:

To create solutions to improve interactions between Law Enforcement (LE: police, criminal legal system) and People with Living and Lived Experience of drug use (PWLE) that consider the challenges and opportunities of your unique community.

Examples from previous communities include, 1) developing and delivering an Officer Wellness Curriculum, 2) Videos that demonstrate success stories of PWLE + LE, 2) SPARK Letters - offering reentry support to those entering jails, 4) Forming an ongoing working group + collaborative - we are here to collectively pinpoint your local challenges + solution to test and go do it. But first, build relationships.

Overarching goals for the entire project:

- Cultivate ongoing curiosity
- Build meaningful connections and relationships
- Learn about challenges others face in their position/role/lives
- Learn a new layer of the complexity of someone's humanity + lived experience that has been easy to overlook or ignore
- Increase capacity for hope
- Create relevant and meaningful solutions that address the local concerns, challenges, and opportunities

High Level Agenda:

- Welcome framing and flow of our shared work - sharing goals + purpose today
- Theory U - where are we on the journey?
- Check in / introductions for new folks
- Articulate Project Goal - improve understanding
- **Break**
- Map the current resources in the community
- Identify who to have learning conversations with
- Identify questions / inquiries to ask in learning conversations
- Identify who will talk to whom
- Next Steps - bringing your learning conversations back to the group for session 3
- Check out

PRINT:

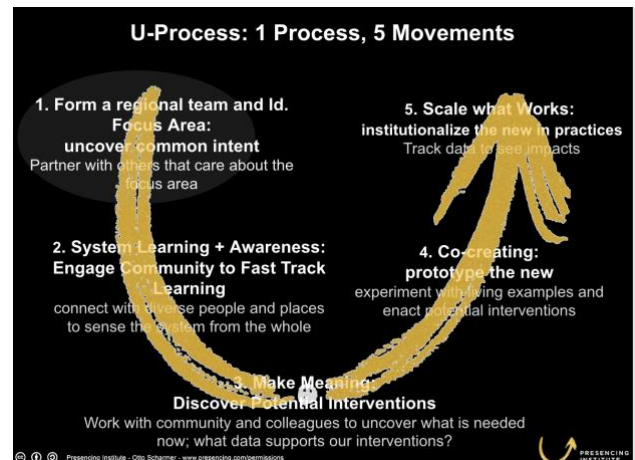
- Facilitators agenda (this document - 1 per team member)
- Participant agenda - 1 per person
- Learning Conversation Template (even better to have them bring computers and enter live)
 - Talking points, Who to talk to, Key Questions to ask

Posters:

- Theory U
- Systems (dots and lines)
- Quote
- Group Agreements
- Key questions

Materials:

- Easel - local
- Flip Chart paper Jeff
- Markers - grabbed five colors 1 per person, multi-colored
- Post it half sheets (half a sheet of paper size) multi-colored
- Post it notes
- Pens
- Chimes
- Blue tape
- Facilitation photo cards



Annotated Agenda

Time + Host	Module	Tech Notes
10 minutes	<p>Welcome Framing and Flow Overall project orientation - what are we doing here? Purpose and Objectives for today</p> <p>Where are we on the U</p> <p>Introduce any new members + quick intros all around</p>	<ul style="list-style-type: none"> - Why are we doing this outreach to increase understanding? To identify solutions. - Your perspective is valuable. - We are connecting the dots in the system
15 min	<p>Check in - ideas</p> <ul style="list-style-type: none"> • Cards: Reflection from first session - take away, spark, aha, since we last met; for anyone new, what is a card that represents something important to you? <p>Other ideas:</p> <ul style="list-style-type: none"> • Pennies - dates • How well do you know your team members? How well you don't know about their team member • Cards: Where are you today? 	
15 min	<p>Systems Thinking Framework</p> <p>What do we mean by system? How do we move a system towards greater levels of health + wellbeing?</p> <p>Complex Living Systems - > Health</p> <ul style="list-style-type: none"> • Elements - individual components that make up a system (forest, community, department, circle of friends, family) • Relationships + flows Feedback Loops between elements (strong, weak, non-existent) • Purpose - (goal/objective) The observed actions created by the behavior of the system (a system isn't what it says it is, it is what it is actually doing) <p>3 Systems Practices to <i>increase health of a system</i></p> <ol style="list-style-type: none"> 1. Self-Awareness - being ever more aware of an element (you) influence in a system in the direction of health 2. System awareness - being ever more aware of group dynamics and more able to create flow between elements 3. Purpose in Action - becoming ever more aware and able to articulate the evolving purpose of a system and align into action 	

<p>25 min</p>	<p>Offer a statement about project goals + talking points and what we are trying to accomplish to set context for these conversations in order to feel confident in learning conversations</p> <p><i>The work of this project brings together people in our community from diverse and varied perspectives, who care about people using drugs and improving interactions with people in the criminal legal system.</i></p> <p><i>Make changes to this statement to better reflect what YOU hope is created/built from this work.</i></p> <p>Distribute TEMPLATES</p> <p>Co-develop the statement and additional talking points</p> <ol style="list-style-type: none"> 1. Improve statements them in 3s (triads) (10 min) - what else? Improve or add to these statements what you would want to share in learning conversations about what we are trying to do 2. Whole group report out (10 min) 3. Codevelop additional key talking points about the project so that folks feel comfortable sharing what they are working on with folks in the community <p>Take notes during this report out to distribute to the group.</p>	<p>Let's give them a statement to edit</p>
<p>15 min</p>	<p>break - INTERVIEWS</p>	
<p>60 min</p>	<p>Map</p> <ol style="list-style-type: none"> 1. Refer to the dots on the poster with systems from above; have then <u>name</u> the system + others to talk to ie. service providers, ppl with living /lived experience, LE, etc. business owners <ol style="list-style-type: none"> a. 5 min 2. Identify specific stakeholders ie. WHO in the System to engage + Learn from (include stakeholders outside the "system") <ol style="list-style-type: none"> a. Have them walking around for 5-10 min filling this in and then reporting out 3-10 ppl they will interview - Who should be engaged in this process? Who do we want to go talk to? b. Add names to template c. Identify questions to ask - brainstorm, work in small groups (see below) <p>NOTES: Your stakeholders are those people directly impacted by the challenge or opportunity, organizations serving people most</p>	<p>Sticky notes + intercepts maps - small groups (in threes) id resources, whole group collective map of services</p>

	<p>impacted, decision or policy makers, academics, judicial system etc. Who else in your community is serving each of you will be asked to engage in <u>5-10 learning conversations</u>; who do you think is important to include?</p> <p>Solo brainstorm + reflection (5 min) Report out (25)-make sure no double interviews - Be sure to indicate who will talk to who-prevent duplication Put stakeholders on the map - see if there are gaps - that need to be filled Additional stakeholders - business owners, landlords, employers, emergency room personnel, EMS, elected officials, family members, other ppl in recovery, youth treatment, Faith community, public staff, library, parks, youth sports teams, boys and girls' clubs, schools, education system, teachers, principals, etc. may also need to be included.</p> <p>Our team:</p> <ul style="list-style-type: none"> ● Photo of map ● Send to them afterwards ● Have them jot down who they are going to talk to and questions 	
15 min	<p>What do we want to know? Formulate powerful questions for 1:1 conversations</p> <p>Identify key questions to ask, while also letting the conversation organically evolve - what do they think is the challenge? What changes are needed? What solutions would they suggest or want to solve their own challenges?</p> <p>Examples for</p> <ul style="list-style-type: none"> ● ppl in recovery ● people with active use ● service providers ● law enforcement ● judicial system ● community members <p>Brainstorm questions Ask for support Report out</p>	<p>Continue on template What questions will we ask them?</p> <p>Based upon stakeholders these will differ</p> <p>Stakeholder interview tool:</p>
15 min 5 min	<p>Survey/Assessment</p> <p>Next steps -</p> <ul style="list-style-type: none"> - Practice learning conversations on each other (one interview has to be someone in the group) - Then go have 1-1 learning conversations with 3-10 	Documents to support them

	<p>stakeholders</p> <ul style="list-style-type: none"> - Next session we will report back learning conversations— what we learn to inform our work in meaning making + prototyping solutions (in person?) - Persona cards creation - send us (SURVEY-google form, or emails, call our team and enter data into survey, these need to be printed, written legibly - bring to session) <ul style="list-style-type: none"> - Stakeholder - Demographic - Questions - Quote response - See follow up email <p>NOTE: Discuss with internal team how long will take for participants to complete this task.</p>	
5 min	<p>Check out: how are you leaving this session? What are your next steps?</p> <p>What have you learned about your team / another team member today? Or something that surprised you today?</p> <p>Haiku -</p> <ul style="list-style-type: none"> ● What did you learn ● How are you leaving ● Next steps 	