

# ENGAGEMENT COLLABORATIVE

## NEW NAME - SAME MISSION

The **Engagement Collaborative** - formerly known as the ERG Collaborative - is evolving! This group continues to bring together ERG and Engagement Professionals from the tri-county region to share resources, share experiences and offer support to one another in the DEIB (Diversity, Equity, Inclusion, Belonging) space.

The Engagement Collaborative began as a vehicle by which to bring DEIB professionals and specialists together. The founding members of the Engagement Collaborative have been meeting twice a year since 2023. Each gathering offers a detailed glimpse into the diversity programming and social justice work that occurs in the Pacific Northwest.

Moving forward, the Engagement Collaborative is expanding and welcomes our partners from WSDOT (Washington State Department of Transportation) and COMTO (Conference of Minority Transportation Officials). More partners to be added as time goes on!

Below are the themes of the Engagement Collaborative - a reflection of our values:

| Diversity                                                                           | Equity                                                                              | Community                                                                           | Inclusion                                                                             | Belonging                                                                             |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
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# ENGAGEMENT COLLABORATIVE AGREEMENTS

The following are the agreed upon Engagement Collaborative Agreements:

We welcome, honor, and pay attention to all forms of communication - verbal, tone, written and body language.

Be your authentic self - do not hold back your questions or ideas or comments.

Let ideas continue to flow - welcome and expect additional conversations as more ideas are generated.

One person speaks at a time. Ensure that everyone has had a chance to speak before speaking twice. Speak from an “I” perspective and be honest. Avoid generalizations, speaking on behalf of others, or telling another’s story. Speak from your own experience and feelings.

We show up on purpose with purpose.

Respect and Receive - one is not interrupting another. Give everyone time to process what is being said.

Actively listen. Try not to listen to respond but take a moment to internalize what has been said.

Accept non-disclosure. DEI work and the work we do is the ever-evolving long game.

Finally - *nothing is perfect, permanent or personal* (RUTH KING, First President of the Association of Black Psychologists)



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# OUR TAKEAWAYS:

## Share

Updates and check-ins with our partner agencies on their program status and progress.

SHARE THE WINS!

## Learn

Are there tried and true techniques we are using to secure work focused on an inclusive workspace?

Let the group know how you do it!

## Model

What are our partners doing to protect the integrity of their programs and their work?



# ENGAGEMENT COLLABORATIVE

# OUR PARTNERS:



# Outlook

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This engagement collaborative meets bi-annually at minimum. Each meeting will include time for program updates and idea sharing. Additionally, we continue to expand our membership, tapping into the expertise of agencies within the Pacific Northwest Region and beyond.

# Contact

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Comments, suggestions and feedback welcome!

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