



2023 – 2028 Strategic Plan

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Overview of the Process

In collaboration with Cross Movement Social Justice Consulting

- Justice, Equity, Diversity, and Inclusion Audit, including:
 - Stakeholder survey with 178 respondents
 - Four Listening sessions with 51 constituents and staff
 - Organizational material review & demographic profile
- 10 Strategic Justice Committee planning sessions
- 5 Year Revenue Trend Examination
- Profitability & Impact Analysis
- Strengths, Opportunities, Aspirations, Roadblocks & Results
- Cultivating Catalytic Culture Shifts learning series for staff and board (5 sessions for staff and 3 sessions for board)



CROSS
MOVEMENT
SOCIAL
JUSTICE
CONSULTING





Vision & Mission

Vision

An empowered and thriving community where everyone has the resources and support they need.

Mission

To make connections to resources, nurture healing and resiliency, and promote restorative justice for people in conflict and crisis.



Core Principles & Values



Antiracism and Antioppression Commitment:

We promise to actively combat racism and oppression, serve with integrity, and demonstrate accountability.



Equity and Access:

We ensure equitable access to resources and opportunities for all.



Community:

We serve diverse communities through advocacy, collaboration, partnerships, and transformational leadership.



Compassion and Dignity:

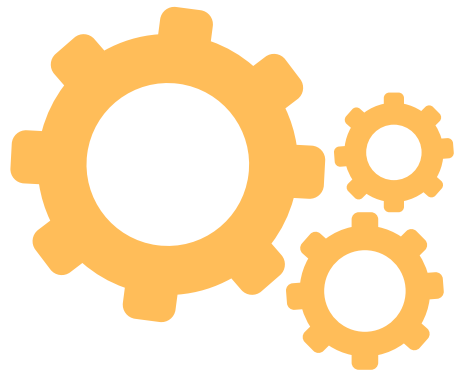
We treat everyone with compassion, understanding, and respect because our work is rooted in empathy, kindness, and care.



Inclusion:

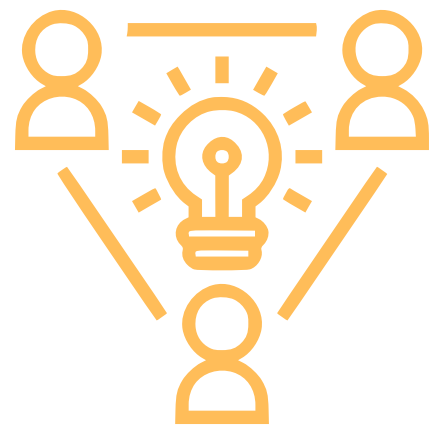
We value being a diverse, collaborative, supportive, and equitable place for all.

2023–2028 Strategic Plan



Internal Operations

Foster an Inclusive and Antiracist Culture and Operations



Programming

Enhance Programming for Improved Client Satisfaction and Inclusivity



Community Relationships

Improve Community Relations and Promote Equity



Goal #1: Internal Focus

Foster an Inclusive and Antiracist Culture and Operations

Outcomes:

- 1) Employees are thriving.
- 2) Policies, practices, and norms reflect principles for justice, equity, and becoming an antiracist and anti-oppression organization.
- 3) Transparency and honest conversation is encouraged within the organization.
- 4) Staff and board demographics mirror client demographics.
- 5) Implementation of a robust learning plan for staff & board.
- 6) Continued positive financial growth trajectory while increasing unrestricted revenue streams

I love working
at Gryphon
Place because it
gives me the
opportunity to do
meaningful and
fulfilling work
alongside
amazing people!
-Katie





Goal #2: Programming

Enhance Programming for Improved Client Satisfaction and Inclusivity

Outcomes:

- 1) Improvement in client satisfaction and program effectiveness, incorporating principles of justice and equity.
- 2) Applied data and analysis to make informed decisions and ensure services are accessible to all.
- 3) Incorporation of new technology to enhance the client experience and prioritize staff experience.
- 4) Innovative and aspirational services based on staff and community input.

Goal #3: Community

Improve Community Relations and Promote Equity

Outcomes:

By focusing on historically marginalized and underserved communities, including BIPOC, LGBTQIA+, and people with disabilities:

- 1) Enhanced communications capacity to reach constituents
- 2) Stronger partnerships and collaborations
- 3) Advocacy for systems change that promotes racial equity, cultural responsiveness, and anti-racism within government and funding systems.



Strategic Justice Committee

Board Members

- Amanda Crux
- David Fatzinger
- Stephanie Gillespie-Schrock
- Megan Taylor

Staff Members

- Maricela Alcala
- Renwick Ballew
- Sandra De Steno
- Katie Esmaili
- Ashley Kipp
- Sarah Mead
- Emily Ruckel
- Tia Whitley

Facilitator:

- Rosemary Linares, Cross Movement Social Justice Consulting



Thank You



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