Leading Organizations |Timeline

Deliver on the outcomes that matter most

Dates to Deliver: June 2023 – March 2024

The following timeline provides guidance regarding what tasks should be accomplished.

June and July 2023

- Recruit participants
  - Talk with executive leadership
  - Talk with senior managers
  - Open invitation and/or identify 1:1

July 30, 2023

  - Identify candidates
  - Prepare candidate information

August 16, 2023

  - Submit candidate information

August 31, 2023

  - DES will confirm candidates
  - Agency liaison enrolls agency participants in Washington State Learning Center

September:

  - 30 Minute Virtual Orientation, September 5, 2023 9:00 – 9:30am.
  - Participants view "Who We Are: A Chronicle of Racism in America" by September 30th. (2 hours)

October:

- Participate in state DEI required training, A Path Toward Equity: Disrupting Structural Racism Through Awareness and Belonging. Attend with Leading Organizations cohort. (8 hours)
  - Monday, October 2, 9:30 – 11:30, Module 1: Racism as a Foundation
  - Monday, October 9, 9:30 – 11:30, Module 2: Racism as a Structural and Dynamic Model
  - Monday, October 16, 9:30 – 11:30, Module 3: Feeling Like an Outsider: The Cost of Being Othered
  - Monday, October 23, 9:30 – 11:30, Module 4: Belonging: Moving from Them to Us
- 360 Assessment conducted
- Action Learning Plan Groups formed

November

Session 1: November 7-8, 2023

Two 8-hour in-person class sessions

- Action Learning Projects begin, topic selected within the first two weeks.

December:

- Action Learning Project work/meetings
- One-on-One Executive Coaching

January:

Session 2: January 16-17, 2023

- Two 8-hour in-person class sessions
- Action Learning Project work/meetings

February:

- One-on-One Executive Coaching
- Action Learning Project work/meetings

March:

Session 3: March 5-6, 2023

- Two 8-hour in-person class session
- Action Learning Project presentations Completion