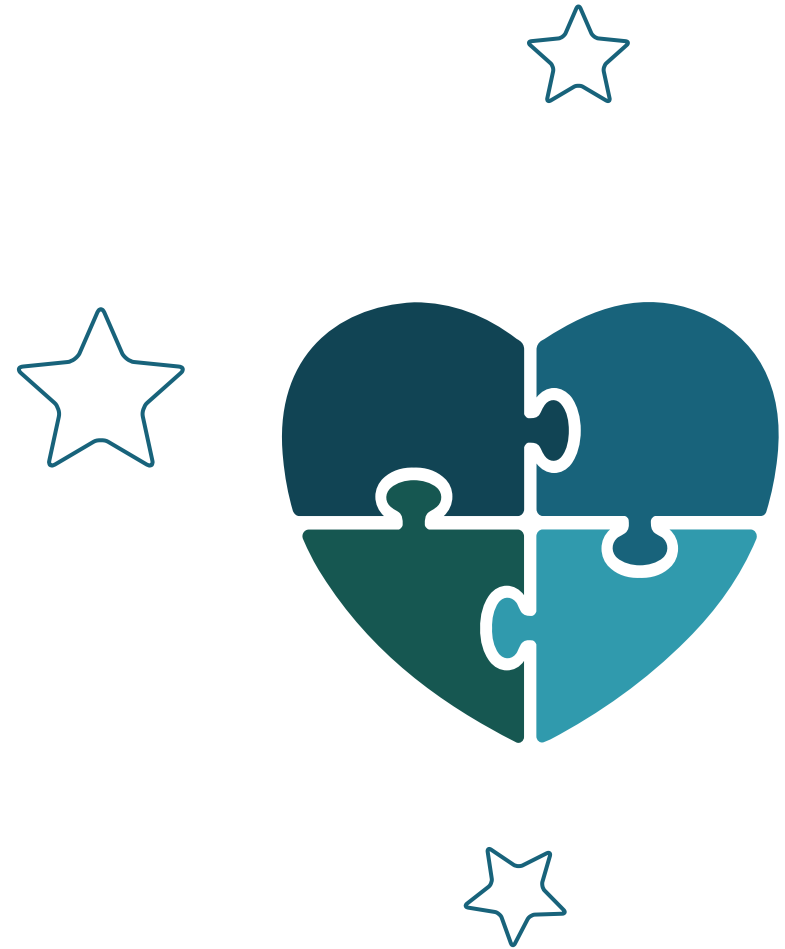




The Path to CSO Core Values



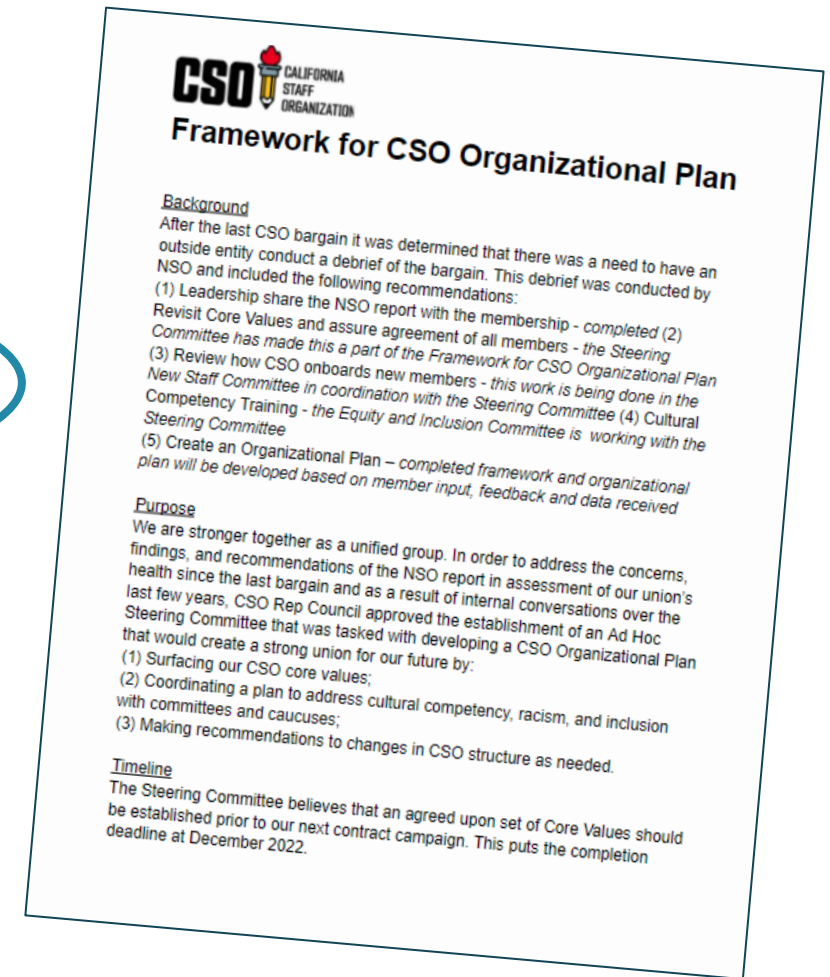
Presented by Bruce Saathoff, CSO President
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Background

After the 2020 CSO bargain it was determined that there was a need to have an outside entity conduct a debrief of the bargain. This debrief was conducted by NSO and included the following recommendations:

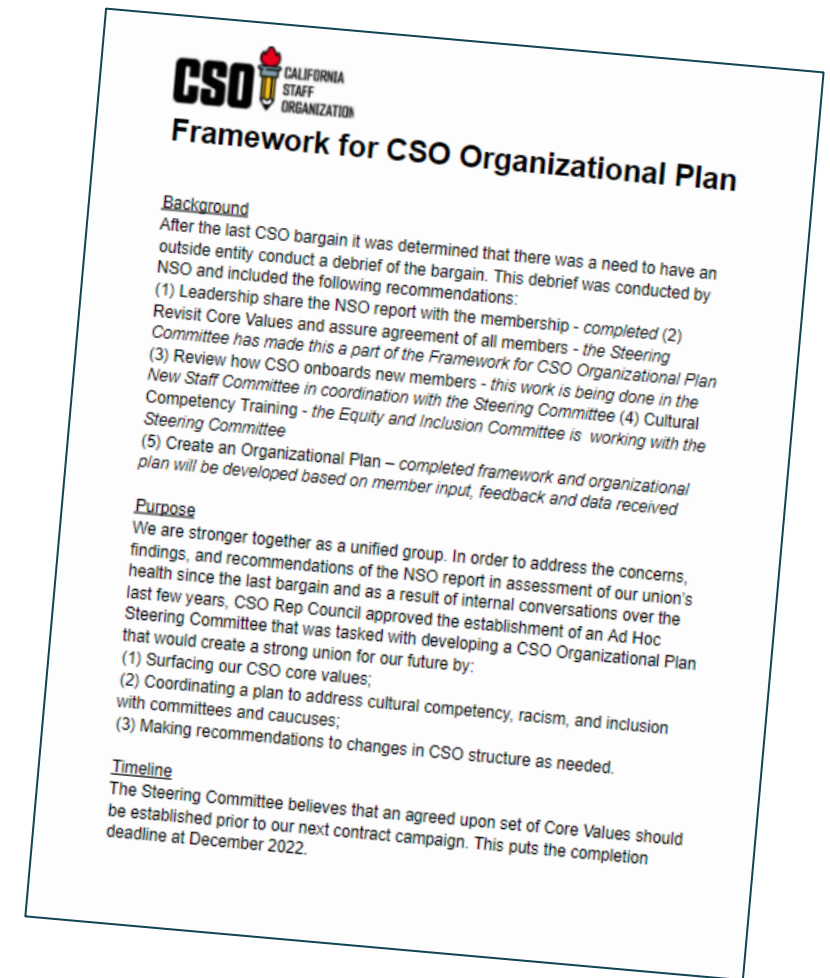
- (1) **Leadership share the NSO report with the membership - *completed***
- (2) **Revisit Core Values and assure agreement of all members - *the Steering Committee made this a part of the Framework for CSO Organizational Plan completed***
- (3) **Review how CSO onboards new members - *this work is being done in the New Staff Committee in progress***
- (4) **Cultural Competency Training - *the Equity and Inclusion Committee is working with the Steering Committee and recommended engaging in Racial Equity Work with the Hackman Group in progress***
- (5) **Create an Organizational Plan – *completed framework for CSO organizational plan***



Purpose

We are stronger together as a unified group. In order to address the concerns, findings, and recommendations of the NSO report in assessment of our union's health since the last bargain and as a result of internal conversations over the last few years, CSO Rep Council approved the establishment of an Ad Hoc Steering Committee that was tasked with developing a CSO Organizational Plan that would create a strong union for our future by:

- (1) Surfacing our CSO core values; complete**
- (2) Coordinating a plan to address cultural competency, racism, and inclusion with committees and caucuses; plan is complete, but work continues – contracted with the Hackman group**
- (3) Making recommendations to changes in CSO structure as needed. Ongoing work as part of the Hackman group's work**



2021

- **February:** CSO President Bruce Saathoff announced the formation of the steering committee.
- **April:** Rep Council Approved the Steering Committee.
- **June - July:** Steering Committee developed Framework for CSO Organizational Plan and August Rep Council received and approved Framework for CSO Organizational Plan.
- **August 20:** Committee chairs reviewed framework, offered input and discussed how their committee could further the goals of the Framework for CSO Organizational Plan.
- **August 31:** Unity Hour held with the officers to dialogue with members about the Framework for CSO Organizational Plan.
- **September – October:** E&I Committee conducted comprehensive survey to help inform the steering committee's work.
- **September - October:** Steering Committee planned General Membership Meeting; Committees and Caucuses drafted their plans through the lenses of the framework to help achieve the purpose of the Framework for CSO Organizational Plan.

2021 Continued

- **November 5th:** Rep Council; Training for facilitators; Committee chairs and Caucus leaders updated the Steering Committee on the implementation of their plans.
- **November 6th:** One-day virtual General Membership Meeting to begin conversations in small groups.
- **November 8th - 30th:** Held small group discussions with those who did not or could not attend the General Membership Meeting.
- **December:** Committee chairs and Caucus leaders updated the Steering Committee on the implementation of their plans; Steering Committee discerned the data and determined next steps.

2022

- **January 5th:** Special Rep Council to approved moving forward to explore working with the Hackman Group to do our Racial and Equity and reviewed next steps.
- **January 10th - January 31st:** Completed second round of small group discussions.
- **February:** Committee chairs and Caucus leaders updated the Steering Committee on the implementation of their plans; Steering Committee discerned data and determines next steps.
- **Feb 23:** Rep Council; Steering Committee presented updated data & next steps.

2022



- **March - April:** Steering Committee planned for next round of questions at the annual meeting.
- **April 2-3 Annual Meeting:** members were asked to put post-its of words that indicated shared values from small group discussions.
- **August Rep Council and Retreat:** Rep Council received training from the Hackman Group designed for leadership to understand the program.
- **August to November:** Rep Council works on leadership work necessary to prepare for work with the Hackman Group, Steering Committee discerned data and created first draft of CSO Core Values, and Draft Core Values statement was shared with caucus chairs for their input and there was dialogue about CSO's work with the Hackman group.
- **October 26:** Rep Council approves proceeding with racial and equity training for the first cohort working with the Hackman Group.

2023



- **February:** Steering Committee refined the draft core values statement and planned for the 2023 general membership meeting.
- **February 25-26:** At the CSO annual meeting members provided input on the draft CSO Core Values statements.
- **March:** Steering committee used input from the annual meeting to revise the core values statements.
- **April 27:** Rep Councils Approves the Core Values.
- **August 2:** Rep Council approves the Organizing Team plan to have small group discussion around the core values and post a video history on the CSO website.
- **August – November:** Racial and Equity training will continue to take place for the first Hackman group.
- **September 6:** Rep Council approves funding for a 2nd and 3rd Hackman group to receive the Racial Equity training.