



Session 3: Initiating the Strategic Planning Process

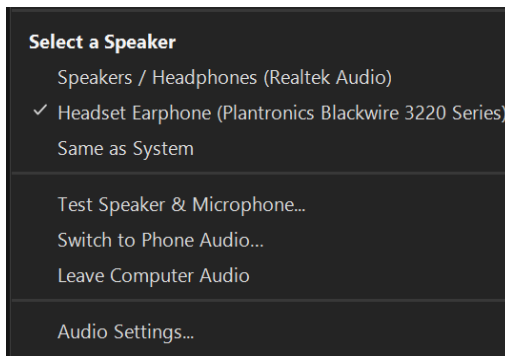
OVC HTC's Sustainability and Strategic Planning Training Series – Spring 2023

This webinar was produced by ICF under 15POVC-21-GK-02595-HT, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this webinar are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

Here are some helpful tips for using Zoom during today's session:

Audio Connection:

Select the arrow next to the audio button to access audio features and select your speakers and microphone.



Chat:

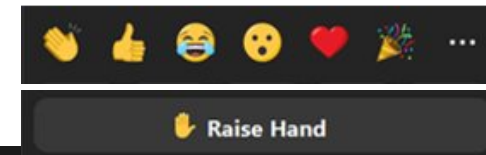
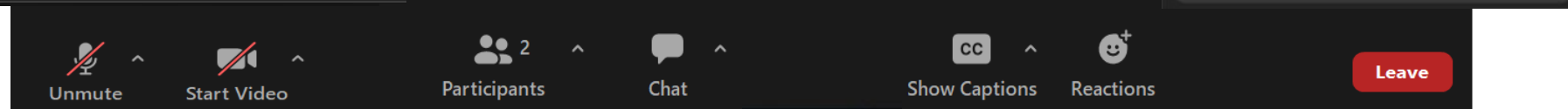
The default setting is to message everyone. Please note that if you want to send a message to one of the hosts privately, use the drop-down and select their name from the list of options.

Closed Captioning:

Please click the **Show Captions** button to view closed captioning.

Reactions:

Click **Reactions** to see/select the 'Raise Hand' function or share a reaction with the group.



Technology and Accessibility Reminders

- The material presented during the 2023 Sustainability and Strategic Planning Training Series will be recorded and shared with attendees via email in the following days.
- OVC HTC is committed to providing universal access to all of our events. To request accessibility accommodations (e.g., sign language interpreters, large print), please contact HTCollective@icf.com to discuss with an HTC team member. Advance notice is necessary to arrange for some accessibility needs.
- As with all technology, we may experience a momentary lapse in the breakout session. If you experience any issues re-accessing the platform or with the audio during this session, please email our technical specialist, Jameel Evans, at jameel.evans@icf.com for assistance.

Evaluation

- At the conclusion of each session, participants will be prompted to complete a short evaluation survey for that session. Please select 'continue' to be taken directly to the evaluation.
- At the end of the series, participants receiving a certificate of completion will be asked to complete a more in-depth survey focusing on the training series as a whole.
- We sincerely appreciate your feedback!

Presenters

Morgan Rumble-Whiting



Elizabeth Scaife



Learning Objectives

Review the foundational aspects of strategic planning and how it benefits your organization, your team, your funders or strategic partners.

Discuss and demonstrate how to design 3-year goals and objectives to support your established mission with anticipated long-term outcomes and outputs.

Identify partners, beneficiaries, and potential threats to the success of your objectives.

Pre-training Discussion



Assessments
and readings

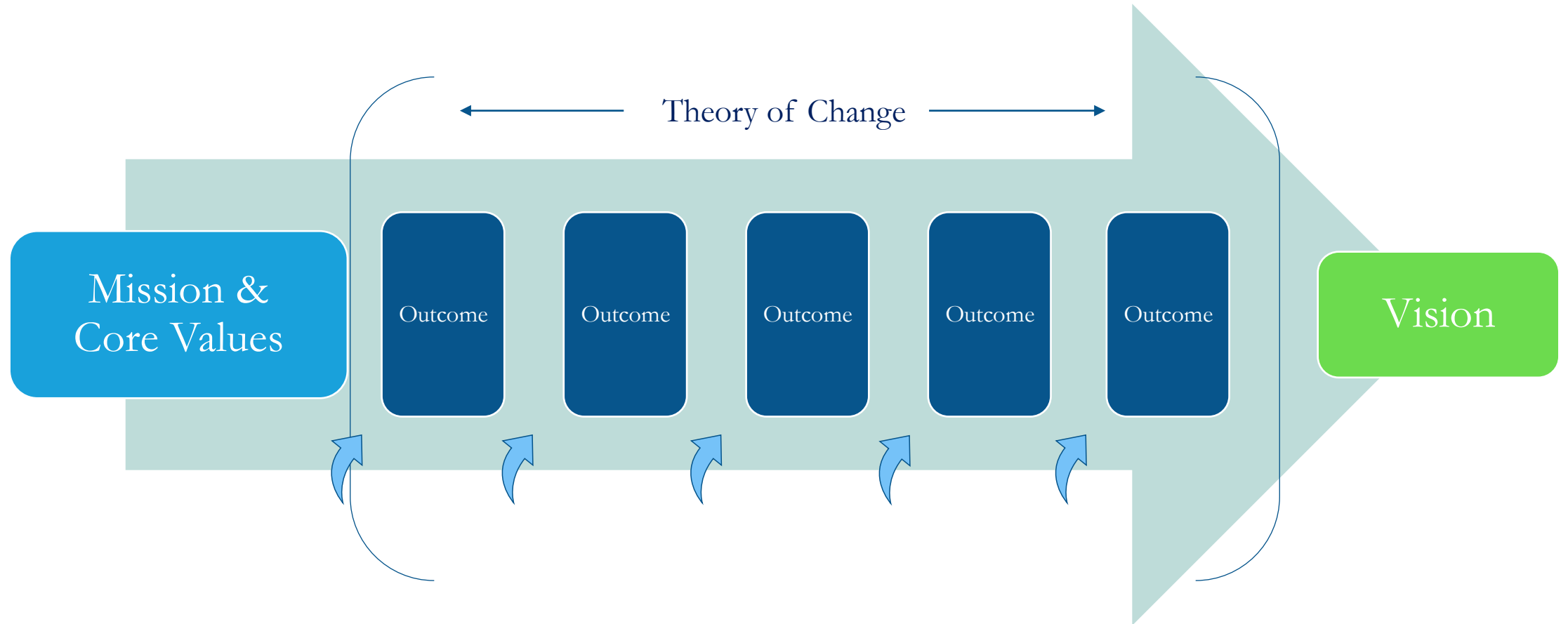


Jamboard



What came up for you
after completing the
pre-training activities?

Strategic Plan Framework



Creating Clarity for Strategy

Original Vision

Our vision is for victims to be set free from all forms of exploitation and for perpetrators to be set free from their addiction to the commercial sex industry.

Clarified

We envision communities resilient against trafficking where each individual understands his/her role in preventing and ending exploitation, and where survivors have every resource and opportunity to thrive.

Creating Clarity for Strategy

Original Mission

Our mission is to end human trafficking by creating awareness, educating communities, and coordinating services for victims and survivors.

Clarified

Our mission is to prevent and disrupt exploitation and trafficking by empowering survivors and educating communities.

Values ~ Culture ~ Strategy

- **Equity and Intersectionality:** We believe that diversity is one of our greatest strengths, yet deep disparities exist — especially for those of us who sit at the intersection of marginalized identities. We must collaborate with one another to break down every barrier and ensure that all individuals have the same ability to thrive.
- **Boldness:** We are innovative, creative and courageous in our pursuit of making real and lasting change.
- **Empathy:** We strive to recognize and understand the perspectives, feelings and lived experiences of others, including and especially those most different from ourselves, giving one another grace, respect, and support as we grow together.

Incorporating DEIA Plans Into Practice

- Comprehensive new and ongoing staff training
- Survivor boards to help guide and govern the organization
- Language access to increase broader identification and increase community engagement
- Accessible and safe grievance policies and response
- Inclusive and accessible policy and procedures (including PTO and wellness time off)
- Resources for resiliency to support staff and clients impacted by oppression and trauma

Breakouts



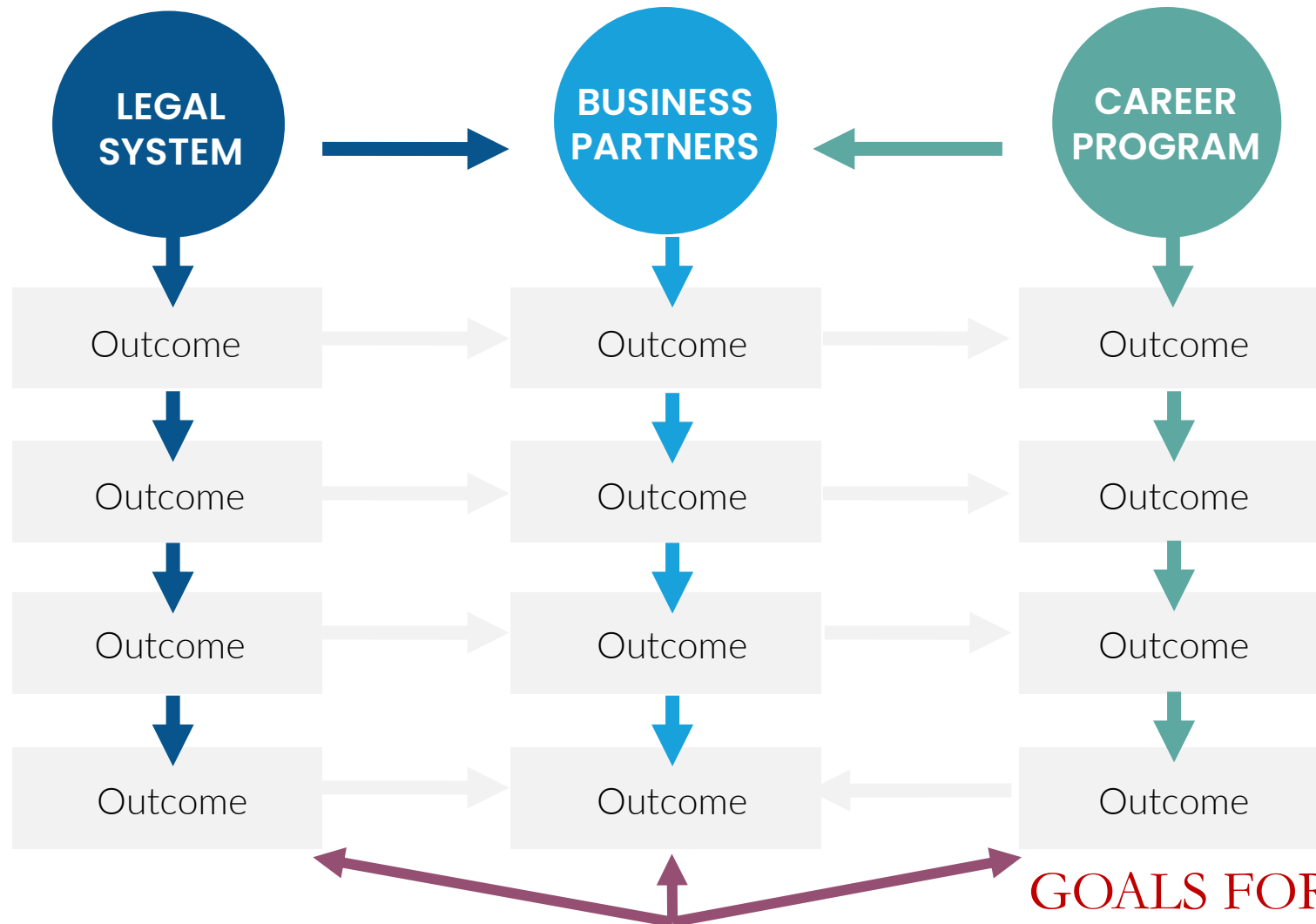
Breakout Rooms

1. Assign a note-taker/reporter
2. What is your organization/agency's vision? Has it evolved? If so, why?
3. What is your organization/agency's mission? Has it evolved? If so, why?
4. How does your organization address and incorporate DEIA values into your mission, vision, core values, and practice? In what areas could you enhance DEIA in your organization?
5. What are your organization/agency's core values? How were they developed (at onset of programming, or developed over time through input/reflection) and have they evolved? How are they lived out within your culture, decisions, practices, and planning? What lessons have you learned in establishing and implementing them?

Report Back



Theory of Change: Mapping Long-term Outcomes



Vision: All survivors can pursue their own dreams.

Mission: Reduce and remove barriers in your state that impact career and financial independence.

GOALS FOR NOW

Breakouts

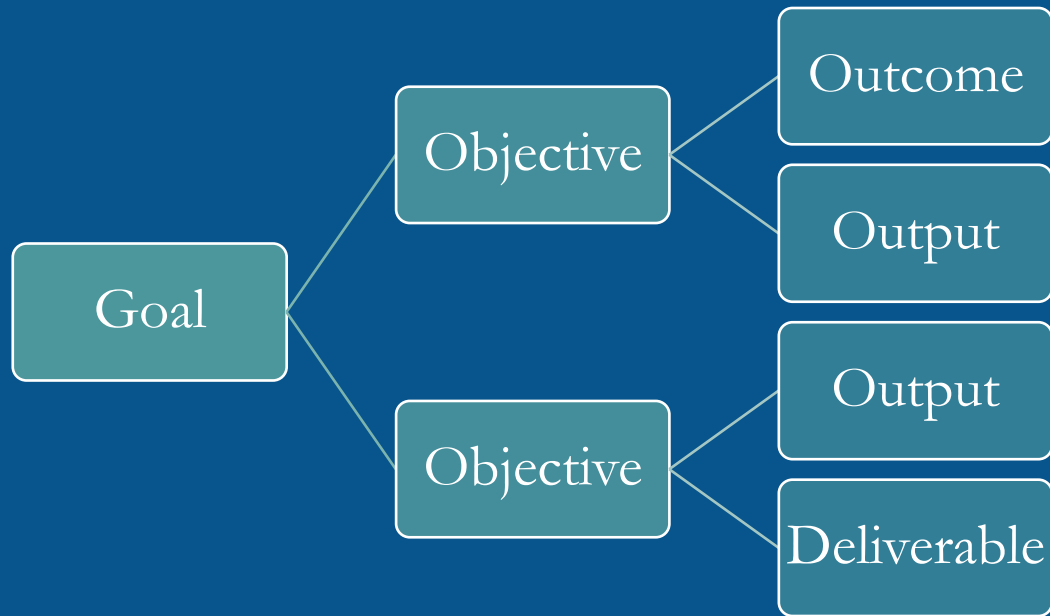


Breakout Rooms

1. Assign a note-taker/reporter
2. Be open to peer-feedback
3. State your agency's vision first. What is your organization/agency's theory of change? Share the broad array of outcomes required to accomplish the mission and pinpoint where your grant-funded program fits in to this bigger plan.
4. In a nutshell, what is/are your organization/agency's high-level goal(s) for the 3-year grant-funded program and/or the next three years? Who benefits from these goals (target audiences)?

Report Back





Key Definitions

- Goals – priorities for next 3 years
- Objectives – tasks to accomplish goals
- Outputs – results in numbers
- Outcomes – results in experience
- Deliverables – tangible or useful products

Any questions regarding the topics we discussed today?

Next Session

Session 4: Continuing the Strategic Planning Process

- **Date:** Tuesday, May 16
- **Time:** 2:00–3:45 p.m. ET
- **Link:** Please use the link provided in your series materials to access this session.

Evaluation Reminder

- At the conclusion of each session, participants will be prompted to complete a short evaluation survey for that session. Please select 'continue' to be taken directly to the evaluation.
- At the end of the series, participants receiving a certificate of completion will be asked to complete a more in-depth survey focusing on the training series as a whole.
- We sincerely appreciate your feedback!