

Example: Charlottesville-Albemarle County, Virginia, Staff Engagement Strategy

Engaging Our Staff in the EBDM Initiative

Our overall goal is to engage the staff of the policy team members in the process of evidence-based decision making. The following is the proposed process for educating and engaging the staff:

1. Set up meetings at each agency during a regularly scheduled staff meeting or a special staff meeting, with the purpose of addressing the EBDM process.
2. Provide a one-pager on the EBDM initiative to the staff when inviting them to the meeting. Ask that they read the information and come to the meeting with ideas about what harm reduction means to them and what activities the policy team should adopt to address the areas of greatest concern.
3. Invite someone from another discipline to present with you to show that this is a justice community initiative that all of us are participating in. It is important to demonstrate the collaboration around this process.

Present the PowerPoint describing the Initiative in more detail. Engage staff in a discussion about how you, as a team, are attempting to make key decisions around evidence and research. Then

- a. share the mapping process, vision statement, decision point, etc.
- b. share the action items you are considering for the implementation phase;
- c. ask the staff for their input on the action items;
- d. ask them what evidence or research would help them do their job better;
and
- e. ask them what they would propose if they could influence what the policy team was considering.

Documents to have at the session include

- copies of the PowerPoint presentation;
- one-page EBDM initiative summaries;
- the vision poster (perhaps laminated...although this would not be a handout);
- the One Less stakeholder brochures; and
- top priorities, proposed activities/research items, and harm reduction measures that the policy team has tentatively selected.