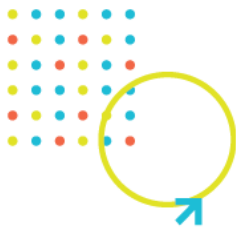


Retail OpportunityNetwork

Our Community Works Together Guided by a Set of Agreed Upon Operating Principles



We Are All Teachers & Learners: We are here to share what we know and learn from each other. The community will lean on and learn from the expertise of those in the room and bring in the expertise of others (e.g., frontline workers, policymakers, employers). We will also find ways to challenge one another with new ways of thinking.

The Pace of Change Depends on the Degree of Trust: We will go further to realize our individual goals and collective purpose if we spend time building trust with one another. An ethos of genuine collaboration will be intentionally cultivated and expected.

Equity is at the Core: Fundamentally, this is anti-racist and equity-oriented work. That means that we need to center our strategies, initiatives, and approaches on those people that face barriers to employment.

What's Learned Leaves Here: While we will create a safe space for sharing and learning, we want to incite others to action. What's learned through the RON will be shared with others to accelerate changes in the field.

Systems Change Is Hard & Necessary Work: Systems get the outcomes they are designed for and hold problems in place. We will work to build the capacity of individuals and organizations to understand and disrupt the systems that are impacting frontline workers. We cannot do this work without the voices and perspectives of frontline workers themselves

This Work Requires Both Our Heads & Hearts: We are data geeks and purpose-driven people. We accept that this work is messy and solutions aren't always readily available. We will use data, of all shapes and sizes, to shift the mental models that create blockages to systems change.

