



# Vision Action Teams: Selection Criteria & Process

v.04/27/2023

We want to balance the Vision Action Teams with key stakeholders and engaged community members, from various industries and lived-experiences. As we work through the selection process, we are looking at the following characteristics:

## **PERSONAL EXPERIENCE**

- Knowledge, expertise or involvement in a vision focus area
- Involvement with one or more key stakeholder groups, community-based organizations or underrepresented communities
- Lived experience related to the focus area
- Represents a historically underrepresented group in public policy decisions (i.e. renters, low-income, under 30 years old, person living with a disability, non-binary, BIPOC)
- Ability to work with potential Lead Partners in development of an Action Plan strategy
- Willingness to accept Action Team meeting and time commitments

## **PERSONAL CHARACTERISTICS**

- Capacity to think from the perspective of the wider community
- Big picture, creative, and strategic thinker
- Balanced approach and ability to consider different perspectives
- Ability to listen actively and be respectful of others
- Collaborative team player who works to achieve team goals
- Willingness to strive for agreement when making decisions

## **Process for Selecting Citizens-at-Large Members**

1. Envision Bend Board members who were supporting the selection process completed an [unconscious bias module](#) from the Kirwan Institute to familiarize themselves with implicit bias in selection processes and what to do about it. We held a fruitful discussion about implicit Bias at the March 16, 2023 Board Meeting;
2. Board Members reviewed VAT interest forms for each Action Team and used the criteria and 1-5 ranking below as a guide to balance expertise, expressed interested, and lived experience;
3. Board members used the guidelines and criteria to identify 5-7 candidates to round out each Action Team;
4. Invitations were sent to citizen action team members;
5. Board worked to address openings and gaps in race/gender/income/housing status representation through personal networks and key partner outreach.



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<b>Matrix Rating 1-5 Explained</b>
N/A - No information provided
1- VERY LOW: Very little to none of the desired criteria
2 - LOW: Some information, but lacks majority of the desired criteria
3 - AVERAGE: Meets desired criteria, but missing some elements
4 - HIGH: Meets majority of desired criteria, but missing in one or two areas
5 - VERY HIGH: Meets all the desired criteria (i.e. An ideal Vision Action Team member!)