

VISION INTO ACTION



BUILDING ON OUR SHARED VALUES



We believe that **everyone in Oregon deserves opportunities to thrive** and reach their full potential. Maximizing people's potential helps our communities thrive and benefits our entire state.



Reaching our potential is like going through a series of **locked doors** – if we don't have the keys we need, we won't be able to open the door to that potential.



The keys include the **financial resources** to meet our families' needs, having adequate and **nutritious food** on our tables, access to **affordable housing and child care**, and other social determinants of well-being.



Every day, all around the state, **Self-Sufficiency Programs staff are working to make these keys available to people**, families and communities so they can unlock the doors and thrive.

A BRIDGE TO NEW WAYS OF SERVING PEOPLE



Vision into Action describes the journey we must take – changing systems that don't work for the people we serve and strengthening our relationship with communities.

The Vision into Action was built on Self-Sufficiency Programs, Child Welfare and agency strategic plans and initiatives and informed by staff and community feedback over the past several years.

OUR GOALS

The Equity North Star guides us as we respond to the needs of individuals, families, Tribes and communities and dismantle systemic disparities experienced by historically marginalized groups.

- ✓ Our services **lift people out of poverty and keep them from experiencing poverty** in the first place.
- ✓ Our policies and practices **reduce the racial wealth gap and support each person served to achieve financial stability**.
- ✓ Our holistic services are tailored to **connect people with future-focused skills, training, and education** to secure stable and well-paying jobs connected to their long term goals.
- ✓ Our case management, resource navigation support and referrals are accessible and equitable so **people can address the barriers unique to them**.

OUR JOURNEY

LEAD WITH EQUITY

Where we were: We believed everyone deserves the same services and should be treated equally; however, some people were still being left behind because of their race, age, disability, identity and/or where they live.

Where we are going: We use information from our families and communities to make our programs more flexible and fit the needs of Oregon's diverse population.

PARTNER AND COLLABORATE

Where we were: Staff were specialists in their area but separation between SSP and other programs and agencies limited their partnerships and the ways they could serve families.

Where we are going: Staff have a big picture view and are encouraged and supported to look for partnership and collaboration opportunities with other ODHS programs, state agencies, Tribes and communities to make our services better.

HONOR LIVED EXPERIENCE

Where we were: We believed the agency knew what was best for families and expected staff to administer programs in the same way for everyone we serve.

Where we're going: We are accountable to our communities and work as a team to identify what they need to meet their goals.

SUPPORT A WELL-TRAINED AND DIVERSE WORKFORCE

Where we were: Staff were an important resource but were not always included or supported in the ways they need to succeed.

Where we're going: Staff have access to personalized support and opportunities that can help them grow and thrive in their career.

OUR COMPASS

To provide outstanding customer service, we will be listening carefully to our communities, learning where our services are having a positive impact and what can be improved. We'll know we're on track when our communities feel hopeful about their futures and are experiencing improved access to living wages, stable and secure housing, and nourishing food.

WHAT'S NEXT?

Between now and December 2023, Self-Sufficiency Programs staff will work with our community and agency partners to create a Vision into Action Guide. The guide will map out our journey toward supporting thriving communities, outlining **more detailed actions and measurement tools** that will connect the Vision into Action to our daily work serving people in Oregon.

