

Andrea Gullacher Concern and attempt to influence developments within the group

Thanks for that lead in, Linda! I had the privilege of joining Christine and others in the working group. Yes, there are professionals in this group of various kinds. Speaking for myself, I am a Certified Human Resources Professional and am trained and experienced in policy writing, policy review and policy enforcement in the corporate and unionized world. I also am experienced in conflict resolution and internal workplace investigations. That being said, we are not taking on all of that in this group (especially not investigations) and are still working to define our role. The general hope is that we can give advice and it be taken in some form.

Truth be told, based on some personal experiences over the last bit, I can be about as hopeful and skeptical as most of you. As it has been eluded to, policies are just a piece of paper if they are not enforced. It's safe to say we have a million ideas, but important to focus on the ones that would have the most impact and are most likely to be implemented.

Thank you for everyone's patience and grace as we work to make progress! As we all may be "professionals" in some way, we do not particularly feel like experts in this topic. Keep the questions, thoughts and resources coming, we may not respond everytime but it helps us!

- @jenn I am so happy I can confidently tell you that every single person in this group has the survivors first in mind.