

Sophorn Cheang - Authentic, Collaborative Relationships

That's a good question.

You know, I am also not too I think that I'm newer myself.

I only been in the agency for about a year and a half and before this I served in the Governor's office as the Director of Diversity, Equity and Inclusion where I had the opportunity to detach and also work on many areas.

And if I were to say that you know any type of advice that I could share with our fellow state economic development leaders out there who's new.

I would say that I would kind of share where I believe and and see that you know how it take wherever they are right and however they they would like to take that within their role within their state.

I believe that there's no one size fit on and we we need to we need to listen and also know that there are experts in the communities.

I also believe that partners and the communities are engaged when they are meaningfully include in the discussion, when they are being invited to the table, when they are part of the decision making process and then also help to design and develop program and services that impacts their life.

So partnership requires commitment, transparency and accountability and it cannot be transactional.

So it is important for me to you know to ask not just me ask myself and then so to challenge my team that who who's need to know this who should be part of the table.

Because I believe that relationships need to be authentic and continue to be a trust and also to collaborate with the trusted network of not just need a Business Association and business community but also the community based organization.

Who are the strong partners, who can help to lead and also help to to implement policy and and

ensures that we continue to address the gaps within the communities and also the community needs?