Strategies

1. Do the inner work.
   - Reflect on and question your own biases, power and privilege. Can’t just be focused on “the organization” - it starts with you.
   - How might you be contributing to the problem?
   - Ask for feedback and intently listen.
   - Read and educate yourself.
   - (But don’t stop there.)

2. Create psychological safety and a norm of speaking up.
   - Challenge the dominant passive aggressive culture in Hawai‘i – name it, call it out, and create new norms.
   - Set meetings up to create safe space, and agreements about behavior.

3. Train your leadership to be trauma-informed and emotionally intelligent.
   - Realize what triggers trauma.
   - Build the internal skill to have that extra lens. Emphasize listening and acting with empathy.

4. Integrate Diversity, Equity and Inclusion efforts into your organization’s strategy.
   - Example: Are goals and metrics of training sessions, committee work, etc. clear?
   - Does it go beyond event planning? (e.g. diversity “celebration” events)
   - Are members held accountable for the outcomes?
   - Are decision-makers part of it?
   - Are resources allocated to it?
Strategies, *continued*

5. **Address systemic changes to your organization’s ongoing processes and policies.**
   - Selection process
   - Promotions/advancement
   - Pay equity
   - Mentorship
   - Recognition/Visibility
   - Accessibility
   - Ongoing learning & development
   - Diversify work groups/teams

6. **Get your organization actively involved in anti-racist work in the community.**
   - Follow legislation that affects communities of color – education, the environment, health, prison reform, etc.
   - Acknowledge and give back to the land and communities within which your organization resides.
   - Fund and contribute financially to organizations and anti-racist efforts.