

# 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.