Action Planning Start-up

1. Have you recently looked at your strategic plan?
   - Yes
      - Does it include a racial equity plan?
        - Yes
          - Have you evaluated whether or not it is meeting the goals outlined in the plan?
            - Yes
              - Do you have relationships with organizations in your community led by black folx?
                - Yes
                  - Are those relationships with organizations in your community led by black folx equitable and meeting everyone's needs? Why or why not?
                - No
                  - What skills, expertise and wisdom do each of you bring to the table?
                    - Yes
                      - Get interested parties together to figure out what your racial justice objectives are
                        - Yes
                          - What do you need to do to get buy-in from your staff or board to have a racial equity plan?
                            - Yes
                              - What are you willing to do to get staff or board members that support these objectives? What are you willing to sacrifice?
                            - No
                              - Create ways to get real feedback like 1-to-1 conversations and listening sessions facilitated by neutral parties.

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