

Issue/Problem 1

Ecosystem Trait

Increase the number of BIPOC members on the board of Trustees

Talk to other trustee boards about their inclusion policies.

Co-operation

Understand the difficulty of being the only BIPOC person in a white 'room', and find out what would make them more comfortable

Empathy

Offer what it takes for there to be a fair way for trustee meetings to happen - Quaker style minute taking, making sure that all get offered training that they need/ask for, time is recompensed in kind, etc

Fairness

Just do it. Have systems in place for feedback, don't be afraid of making mistakes.

Efficacy

Offer the opportunity for the trustee/s to hold a meaningful office, as a lead on a project or working group

Meaning

Use a design process to keep imagining and creating an even more just space.

Imagination