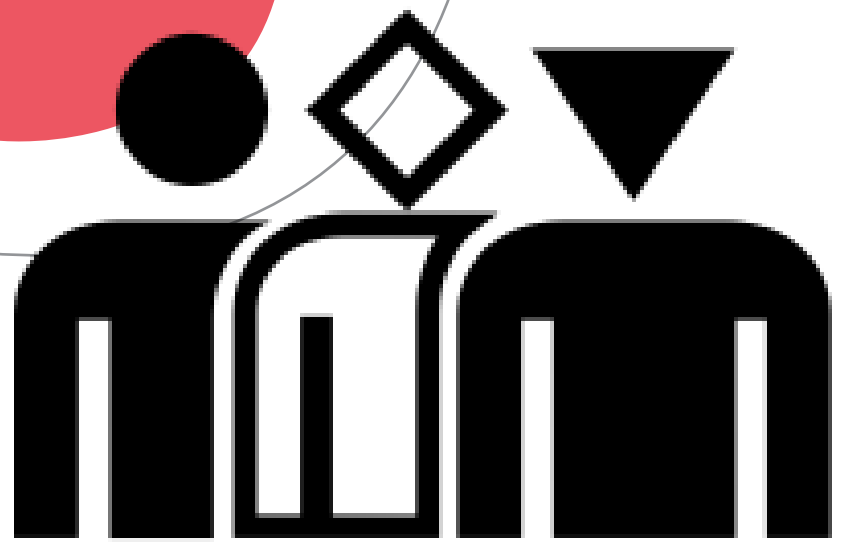


# SETTING *long-term* DE&I GOALS

*Everyone in my Organization Looks Like Me.  
What Should I Do?*

## inform & educate personnel

Foster a trauma-informed, survivor-centered work environment by establishing and enforcing codes of conduct, holding individuals accountable, and regularly undergoing voluntary trainings in unconscious bias, awareness, and inclusive practices. Avoid common mistakes of diversity programs like relying on performance ratings or using hiring tests, and deploy with care. Make space for conversations about race, ethnicity, gender, sexuality, class, and (dis)-ability using the proper terminology within your organization and the larger industry.



## diversify from within

The makeup of your organization directly correlates to your organization's output, image, and ability to continue to attract and retain diverse talent.

Proactively seek out, recruit, and hire professionals from marginalized backgrounds, not only as leaders for your Diversity, Equity, & Inclusion initiatives — though that work is fundamental — but also in various other senior positions.

## reallocate funding

A budget is a statement of values. Investing in Diversity, Equity, & Inclusion-focused initiatives within your organization is paramount. Consider creating a DE&I task force, offering DE&I-focused programming as it relates to your organization's mission, and/or cultivating your board to support DE&I. For additional project support, consider applying for funding through external grant-makers.



## join the conversation

Advocate for a more equitable future for the arts and entertainment industry by formally joining national and international alliances, movements, and coalitions. Continue to center marginalized voices in your organization's advocacy efforts and sustain action even when the mainstream media has moved on.



*Transforming Arts Organizations Worldwide*