



Equitable access to basic needs and supports

Idea 42	Equitable representation in power/decision-making and power-sharing
Proposal 42a	Restructure participation approaches
Description	Restructure participation approaches and create a toolkit that helps foundations/organizations transition from “tokenism” to community/population involvement in decision-making matrices. This would also include governmental boards, committees, etc.
How will the proposed action advance equitable health and well-being?	Programs risk lower data bias when they have greater diversity at the beginning of the process. For example, initial studies of ADHD only included white boys and for years scientists believed that it did not affect girls or children of color. Instead, for children of color, it was perceived as bad behavior, frequently resulting in disciplinary sanctions. Many girls were perceived as disorganized or chatterboxes. Bringing diversity to the table brings greater understanding to the issue and allows for more perspective and more smarter ideas.
Is there work we can build on?	Vu Le: www.NonProfitAF.org
Who would have to act? Who would be key partners?	Community-based organizations serving different ethnicities and cultural groups Churches serving different ethnicities and cultural groups Endowment funds that could provide multi-year, unrestricted general operating funds to create spaces and provide tools for convenings and engaging diverse stakeholders
A few high-level action steps	<ol style="list-style-type: none"> 1. Support participation in the democratic process - get out the vote 2. Dedicate resources to support the development and election of IBPOC government leaders 3. Establish a fellowship to support non-traditional leaders to step into leadership roles 4. Invest in the development of youth now to help lay the groundwork for the future. Establish mentorship programs to engage younger generations and give them community supports that share their culture, core values, and dreams 5. Create pathways to leadership and financial stability 6. Honor the value of lived experience Teach people how to translate lived experience into skills that corporate America can recognize and respect.



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	<ol style="list-style-type: none">7. Specifically connect with diverse communities (for example, Vietnamese Association providing cultural and linguistic support). Take the meeting to the community, don't expect the community to come to the meeting.8. Ensure appropriate and inclusive technology for remote/virtual meetings. Make sure that you are able to support participants in participating in the discussion; many people need tools to get to the meeting.9. Use inclusive language. Language diversity and regional slang can change a person's experience in a group. Be inclusive of the cultures and customs of people in the room. Ensure people feel that they are part of the group.10. Change the balance of power in the room. In order to stop feeling like a tokenized minority, marginalized communities need to represent at least 30% of those present. This encourages people to feel comfortable speaking out and sharing thoughts. The same is true in schools: is the leadership and teaching staff representative of the students they serve?11. Rebalance power in the community. Currently parallel communities compete for power and money.12. Use endowment funds to build leadership and engage diverse voices and representation at different decision-making tables.13. Build the capacity of individuals vital to community health. Offer trainings and opportunities to advance skills.
Other comments or guidance	