

# Community-Led Decisions

*How to apply this workshop. . . .*

**If you're an executive or director (or mid-level), here are some things to reflect on and assess:**

- ☆ Are you actively creating a context for safety? If so, how are you assessing that?
- ☆ Are you doing performative things (like doing a survey to look like you're listening but not applying the information, or things that don't directly apply to the people within the organization or community)? What is the impact on and within the community?
- ☆ Are you aware of how your organization is influenced by power dynamics, both hierarchal and privilege?
- ☆ What are you doing personally to be aware, reflective of, and managing your nervous system reactivity and threats you may sense?
- ☆ How is your communication? What are your listening habits? Are they healthy and positive? Are you able to center the other person (or people) and their experience in your listening? Do you conflate transparency with vulnerability?
- ☆ What is the trust-building process you have in place? How do you prioritize this?
- ☆ Does your organization tend toward community-driven decisions or community-consulted decisions? Do you need to reassess what makes the most sense for your most authentic and honest decision making process?

**If you're mid-level, entry-level, or junior staff:**

- ☆ Distinguish between sharing and advice-giving, and share your experience with those above you - this will help give an opening instead of them feeling accused
- ☆ Check out resources on managing up or managing from the middle
- ☆ Get in touch with your needs and your own personal sense of safety - recognize what is realistic for your supervisor/boss/position to provide and what you must provide for yourself
- ☆ Build a support system of people who see you and can give you honest, authentic feedback and with whom you can be honest about your experience in your role

## Resources:

- ☆ The Radical Candor podcast
- Business Remixed podcast with Trudi Lebron
- ☆ Consulting with me (don't forget that hiring me to do the tangible work within your organization is an option)