

HOW TO ENSURE LONG TERM SUSTAINABILITY AND AVOID EASY PERFORMATIVE FIXES

- Start with realistic and practical outcomes for the work
- Prioritize the creation of templates and processes that can be easily replicated and modified for future use
- Ensure an alignment of tasks to these outcomes and communicate this frequently. This will prevent burnout and fatigue with the process and promote the inefficient use of time
- Check in often with the folks you hope to engage and represent. Develop a simple and accessible way to communicate progress towards outcomes and facilitate feedback about the impact of these changes in the day-to-day experiences your teams
- Rotate equity leadership roles yearly, mentor new leaders and engage in ongoing recruitment (pay special attention to new and senior employees for recruitment efforts)