

**ANONYMOUS**

# **How do you lead or influence practice change in your organization? What barriers have you encountered in trying to lead practice change?**

**“We have a seat at the leadership table and our institutional and field knowledge is well respected.”**

**“I feel constrained by bureaucracy and the power dynamics at play.”**

**“When we focus on DEI issues, I listen carefully to be sure that good intentions are grounded in current perspectives and representative voices are sought and heard. I also work daily to build relationships with fellow staff and seek their guidance and input in addressing my own prejudices and misunderstandings.”**

**“I got pushback when I shared resources related to racial equity.”**

**“I am constantly circling back to see if ideas are gaining more traction with each conversation. I see that it works when I keep referencing the change I am seeking to implement.”**

**“Change management is not done well at my organization. Expectations are not clear and management will change processes or shift strategies without a thoughtful plan of execution. The ripple effects are felt throughout the organization.”**

**“There is resistance to change and innovation, even when we know it is a best practice.”**

**“As an operations team member, it can be hard to influence our program and communications team.”**

# Is there heightened interest in racial justice at your organization as a result of the pandemic? Do you see new career opportunities or barriers?

“They are paying more attention to racial equity in recruitment and hiring and trying to create a more inclusive and welcoming place for people of color. As a cisgender woman of color myself, I welcome these changes and am hopeful that they will increase BIPOC staff and create a safer environment for us to thrive.”

“Our foundation is committed to exclusively funding racial justice work. I often wonder if it’s time for me to move to a majority-white organization to help them turn around destructive and inequitable grantmaking practices.”

“My foundation is now less willing to support professional development, so I must seek it out on my own and pay for it on my own.”

“We make many more grants to organizations to hire consultants for DEI and antiracism training.”

“As a result of the pandemic and transitioning to remote work, our organization had a chance to revamp some inefficient processes to help streamline our work.”

“Our organization has been open to learning and assessing where we can be more deliberate about racial justice in our operations and grantmaking. Staff are also encouraged to seek professional development around racial justice and bring back what we’ve learned to the team.”