

ACTIONS:

DI defines **ACTIONS** as behaviors that **ULTIMATELY IMPACT CHANGE IN CONDITIONS**.

- Create conditions that foster creativity, shared leadership and equity
- Apply new skills to social change efforts
- Work with others across differences toward shared goals
- Lead with vulnerability
- Be curious
- Go boldly into the unknown, sit in uncertainty
- Demonstrate willingness to grow and change
- Abandon the plan, if needed
- Recognize fears and triggers to avoid
- Develop and maintain a self-reflection practice
- Practice relationships and connections over self-interest
- Practice presence and awareness to drive transformative action
- Invite and give open feedback
- Identify and leverage strengths over deficits
- Foster quality dialogue across difference
- Continually examine ego and bias
- Resist Band-Aid approaches and invest in root cause solutions
- Speak up about injustice and root causes
- Sacrifice conveniences, comfort, and power to advance equity
- Share power through participatory decision-making
- Create decentralized power structures
- Invest in leadership of historically oppressed groups
- Create equitable and inclusive structures/programs/processes
- Design approaches that repair the harm and give room to heal
- Know when and how to deepen social change efforts by leaning into relevant fields of study
- Design processes that allow for diverse ways of working
- Apply creative and inclusive process to social change efforts (e.g.: human-centered design)
- Position those with lived experience as co-creators throughout the change process
- Apply different frames in understanding and identifying a problem
- Challenge one's assumptions in problem-solving
- Empathize with others
- Create human-centered data with those most affected by the problem
- Identify underlying human tensions and motivations that drive human behavior
- Combine data to identify patterns, form a theory, and select ways forward
- Act on input from those closest to the problem
- Explore different lenses/perspectives when problem-solving
- Invest in environments and conditions that foster creativity
- Bring one's full and authentic self to foster creativity
- Generate multiple ideas and solutions for one problem
- Welcome a wide array of ideas
- Create artifacts to explore concepts at a deeper level
- Take risks; try new things
- Invest in small tests of change
- Move from prototypes to sustainable long-term approaches
- Take action in the face of obstacles; push boundaries
- Tell the story of the process/impact; focus on the "why"
- Collect data to ensure intended impact is actual impact (resist the urge to fix)
- Bear witness to what is unfolding and then create