

5 Rs: A Solidarity Screen

As you become a more inclusive organization and strengthen diverse community connections, you may find yourself called to take action on issues that are unprecedented for your group. Was there a public incident or threat targeting a minority group in your community? Has this incident sparked public outrage? Or has this issue alarmingly *failed* to spark public concern?

This screen can help your group decide on what your organization is prepared to responsibly say and do. Plan to take 30-60 minutes to work through the screen.

The Issue

Who is being targeted or impacted? In what way(s)?	What are you being asked to say or do? By whom?

The Screen

Relevance

Is the issue clearly connected to either your *mission*, your *region*, or the *communities* you partner with, serve, or seek to include?

Is the targeted group part of a historically threatened or marginalized group in your region and work?

Responsibility

Because of your region's history and the nature of your work, does your organization's voice have special weight on this matter?

How can you help make these connections clearer for the public?

Who is your target audience and why are you uniquely positioned to address them?

What change or action do you hope to see from your target audience related to the issue?

Resources

What actions, support, or other material resources is your organization committed to investing in this issue? For how long?

If the resources are significant, what are you going to put aside to support this effort?

Rapidity

How quickly do you have to take action?

Is there a specific event or opportunity that your support can directly impact?

Risk

What happens if you do or don't take a stand?

What conflict or turmoil could this trigger within your organization and team?

How will action or inaction affect your reputation, partnerships, and work?