Solutions for Lighting Organizations: Leaders + Allies

1. **Inclusion Through Internal Work**
   Implicit Bias training, Racial Equity work.

2. **Increase a Diverse Pipeline**
   Identify, recruit, attract, develop and elevate Black talent. Fund educational institutions that champion Black students and their futures.

3. **Representation**
   Invite and support Black members on boards, committees and as speakers and representatives.

4. **Workplace Diversity & Inclusion**
   Recruit, hire, retain and promote qualified Black lighting professionals. Partner with Black Lighting Design firms. Mentor young Black Lighting Designers and Professionals.

5. **Support**
   Support Black organizations who are working to expand diversity and fight against racism in the industry. Support the specification and purchasing in Black-owned businesses.

6. **Ongoing Conversation & Measured Outcomes**
   Encourage annual racial equity trainings. Track hiring and retention of Black talent, and other critical accountability metrics.