



Actionable Strategies for Organizations

Actionable step	Resources
Commit time and space for continued DEI work	• What Trump's Second Term Could Mean for DEI • How to Plan a White Caucus Agenda • Alliance for Justice: Bolder Advocacy: State-Specific Resources
Assessing Legal Structures: 501(c)(3), 501(c)(4), LLC	• Comparison of 501(c)(3) and 501(c)(4) Permissible Activities • Nonprofit vs. LLC • Changing from a 501c3 to 501c4 • 501(c)(3) vs. 501(c)(4): Differences, Pros, and Cons • 501(c)(4) vs. 501(c)(3) — Which do I Choose?
Educating leaders and staff on nonprofit advocacy and lobbying regulations	• Rules of Nonprofit Lobbying • Federal Law Protects Nonprofit Advocacy & Lobbying • Advocacy & Lobbying Rules for Nonprofits (WA state)
Combat misinformation: Trusted resources and strategies to dispel false narratives.	• 8 Recs for Countering Misinformation • Countering Disinformation Effectively: An Evidence-Based Policy Guide (Carnegie Endowment for International Peace)
Prepare for Media Attacks — Develop a response strategy and enhance cybersecurity.	• Bloomerang's Nonprofit Crisis Communications Plan Template • NTEN Cybersecurity for Nonprofits
Create a contingency plan for potential funding losses.	• Council on Nonprofits: Fundraising and Resource Development • Funding Cuts: 5 Tips to Keep Your Nonprofit Going Strong • Community Centric Fundraising

Strategies to Support Individuals at the Organization:

Actionable step	Resources
Provide clear avenues for team members to seek the support they need (e.g., mental health days, local affinity spaces, places for external additional resources, etc.) • Verbal reminders in team meetings • Supervisors remind those they supervise	• Lotus Therapy Fund • Therapy Fund Foundation • Multicultural Counselors • Native & Indigenous Mental Health Resources



in 1:1s	• Mental Health Resources for Latinx and Hispanic Communities • What is an affinity group & why are they essential to a healthy workplace? • Managers Have Major Impact On Mental Health • 8 Ways Managers Can Support Employees' Mental Health • How can leadership support employees who promote mental health? • 6 Management Tips for Supporting Employee Wellbeing at Work
Explore the benefits of unlimited PTO that will benefit <i>everyone</i> , including individuals of marginalized identities who are acutely impacted by changes under this administration (i.e., trans/nonbinary/agender team members, undocumented team members, etc.)	• How Does Unlimited PTO Work? Learn the Pros and Cons • Here's How Many Days Employees with Unlimited PTO Take • HEU - Example Language & Recommendations for Unlimited Paid Time Off

Additional resources shared during the workshop:

- [Project 2025 as explained by the ACLU](#)
- [What to know about the House bill that could punish nonprofits over alleged 'terrorist' ties](#)
- [Rest is Resistance by Tricia Hersey](#)
- [Emergent Strategy by adrienne maree brown](#)
- [Loving Corrections by adrienne maree brown](#)
- [Works by Austin Channing Brown](#)