

DACP ACTION PLAN: POSSIBLE SOLUTIONS

In interviews with the board, staff, collaborators, and participants of DACP, LCI asked the question: *What should happen with DACP?* Out of the seven people interviewed, four ideas emerged:

1. Turn DACP into a Fiscal Sponsorship
2. Dissolve DACP
3. Have another organization with a similar mission take over the work and money of DACP
4. DACP continues, but with a new structure

Those interviewed had different opinions about which elements should be included in their potential solution plan. Seven elements emerged:

1. DACP should give direct reparations to those harmed, especially participants who feel traumatized by the actions of DACP leadership
2. The current leadership in both the DACP staff and its board should be removed from their positions.
3. The current leadership should receive education and training on a variety of topics, ranging from white supremacy and racial justice to the ways irresponsible leadership can cause harm to consumers.
4. DACP should dissolve some of its programs to stay in sync with the needs of the Portland disability community.
5. The DACP board and staff should be expanded to more accurately reflect the community that it serves, with more positions filled by disabled BIPOC and LGBTQ+ people with disabilities.
6. The DACP board should be considerably more hands-on in its relationship with the Executive Director and the organization's programs.
7. The current DACP leadership should spend time in deep reflection to fully understand the harm caused.

These observations are reflected in the chart below. Each of the seven elements of a potential solution are along the x-axis. The four potential positions are along the y-axis. The number of people who mentioned each is reflected in parentheses under each category.

The empty cells provide an interactive opportunity to compare and contrast different elements that could be utilized for the different solution options.

A few people that LCI interviewed laid out specific, practical ideas for how they envision their potential solution plans would unfold. Below are two sample plans that are centered around the idea of a *transition council*.

- DACP should bring on a transition council that:
 - Is led by a local POC not affiliated with DACP
 - Holds community healing dialogs
 - Creates guidelines about how new DACP will be structured
 - Decide what additional repair needs to happen

- DACP should bring on a transition council that:
 - Constructively talks to leadership about harm they've done and offer resources for continuing education
 - Recruits local developing leaders (mentees)
 - Partners with other community organizations
 - Begins year-long leadership program that will eventually take over leadership roles in DACP
 - Shifts DACP to a collective leadership model and a hands-on board