

Dear CARDIS Community,

We gathered on 03-29-2023 to talk about CARDIS sustainability. Cory reminded us about CARDIS commitment to the mission and vision of this group and the relevance of this work towards advancing justice for Black communities and by extension other communities experiencing health inequities. We also shared that all of the labor of the Organizing Team (OT) has been voluntary, without remuneration, even to the extent of investing personal finances to support speakers, the website and the padlet subscription to provide support and infrastructure for CARDIS. We count these as worthy sacrifices for the cause of social justice.

When asked about what we could do in moving forward, the group shared several comments, outlined below in “themes”:

- **Collaboration with other groups.** There are other groups that are also doing equity work and/or in collaborative practice. What would be the pros and cons of joining efforts? How can we collaborate with others? Ana shared that part of why she (as Ana, not as CARDIS) has avoided looking for funding is because once finances and logos are part of the collaborative, she fears that we will need to show “products”. What are the pros and cons of that? Critically, worth consideration for sustainability planning is how CARDIS might center leadership and direction from our Black peers; to take action in solidarity with adjacent anti-racism movements, and thereby enhance the legitimacy of our organizing efforts.
- **CARDIS has focused on action items as well as in the process,** which seems to resonate with people. Several talked about the space being an open space to come and go, and people feel safe about sharing their thoughts and work in progress, and that there is value in the space for reflection and building a community of practice.

The group asked for key actions in moving forward:

- Transparency and explicit communication about what the CARDIS Organizing Team does, when it meets, its decision-making processes and what are the assumptions of our work. This will help others see if they want to engage in OT as we plan for rotation.
- Have more consistent meetings, including meetings with no specific agendas for people to just meet and connect.
- Examine how new members can join current action items. Could people review items? Is there a process to engage in the action items?
- Evaluate if there are other action items that we should bring; and whether we should edit/reconsider any current action items
- Develop resources, such as how to examine readiness to do equity work? How to talk about anti-racism? Foster group relationship and knowledge sharing so we can capitalize and join efforts rather than duplicate work.

Attached is a document with our version of the history of the CARDIS OT, also available in our website here: <https://www.cardis.info/cardis-organizing-team-cardis-ot>

To plan the transition of our OT members, we put together a survey with the following questions:

- How can we engage other members in the organizing team as this OT transitions out after 3 years of service? By what process should the group identify and select its OT leadership?
- What should be sustained, what might be let go or evolved?
- How can we financially sustain CARDIS?
- Looking forward, what do you envision could be the contributions and impact of CARDIS toward racial justice and health equity, more broadly?

Here is the link for the survey: [https://wustl.az1.qualtrics.com/jfe/form/SV\\_cJ60L1HcfXfgY6i](https://wustl.az1.qualtrics.com/jfe/form/SV_cJ60L1HcfXfgY6i)

As always, we appreciate your engagement and energy. We are planning to transition the OT members at the end of the summer.

With gratitude,

CARDIS OT