**Theme 5 “Roots” on the Ground (as Opposed to “Boots”)**

**Summary** – Solving local challenges can’t be done with a strictly imported workforce. It requires local talent, local knowledge, and local resources that honor the traditions and culture of the local area. For this reason, it is imperative that equity problem solving is also sourced from the community itself. The technical expertise may already be locally available for the problems that need solved and it may not be necessary to consult with “out-of-town experts.”

**Objective** – Develop \_\_\_\_ local, native leaders and put them in positions of leadership in a variety of local organizations by \_\_\_\_\_\_\_.

**Tactics:**

1. Utilize local talent rather than just imported talent.
2. Develop young local talent from diverse backgrounds and be open to new ideas while at the same time ensuring these young leaders understand the local customs and traditions that are important to the culture of the community.
3. Create space at the table for decision making from locals rather than just those coming from other areas .
4. Get input from a diverse community advisory group and use the knowledge and resources of the local university when appropriate.
5. Consider asset mapping.

**Other ideas for Roots on the Ground?**