

Inclusion & Diversity Roadmap

Organizational Reflection

Where we are now

Discovery Forum

- External Environment
- Internal Awareness

Create a Problem Statement

Identify Barriers

- Visible & Physical
- Unconscious Bias

Leadership Engagement

- Visible support and an active role in communication
- Link to organization strategies
- Clear prioritization (relative to other initiatives and priorities)
- Require the use of facts and data to support actions
- Creating accountabilities and expectations

Staff Alignment

Closing the Gaps

Where we want to go

Create Achievable Goals

- Inspiration and Success Stories
- Resources

Identify Success Criteria

Identify Success Indicators

Communication

- Regular written communications on news and successes
- Communicate pertinent facts
- Create “common language” based on key definitions

Projects / Initiatives

- Assure linkage of goals to critical business and customer needs
- Establish projects of appropriate scope and size
- Assign a Champion
- Implement a project tracking system to facilitate replication and reuse

Outcome Measurement & Evaluation

How we know we are successful

Measuring results

- “What gets measured gets managed”
- Allows for continual improvement
- Identify who success matters to (board, donors, constituents, etc)
- Link metrics to Goals and Success Indicators

Evaluation Tools

- Survey and analysis
- Scorecards

Conducting regular review/analysis to assure and verify progress (Champion?)