Building a More Diverse Board and Organization Action Plan

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **ACTION STEPS/DELIVERABLES** | **RESPONSIBLE****PARTIES** | **IMPACT** | **TIMEFRAME** | **COMPLETED** |
| Identify internal “champions for change”* Model involvement by participating in the initiative.
 |  |  |  |  |
| Appoint task force* Provide appropriate funding for beginning the diversity initiative (for education and training, organizational assessment, dedicated resources, etc.).
 |  |  |  |  |
| Define diversity and inclusiveness for the organization* Make regular public statements of the organization's vision and philosophy of working with diversity.
 |  |  |  |  |
| Draft case statement for inclusiveness* Benefits to be gained
* How inclusiveness impacts our ability to fulfill our mission
 |  |  |  |  |
| Other available data about:* Board composition
* Staff composition
* Constituents, community, target audience
* Stakeholder opinions
 |  |  |  |  |
| Have education and awareness sessions for all executives |  |  |  |  |
| Monitor activity and results* Have progress on workforce and marketplace diversity metrics included as a standard part of key organizational reporting to executives.
 |  |  |  |  |
| Other |  |  |  |  |