Building a More Diverse Board and Organization Action Plan

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| **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 |  |  |  |  |