1

Context & Shared Language

- What are our organization's main accomplishments, strengths and areas for development?

- What is changing in our operating environment?

- How do we define equity and inclusion?

- Why do equity and inclusion matter for our organization based on our mission, history, and community?

2

Organizational Culture

- When are we operating at our best as an organization?

- What core values animate our mission?

- How are our organization's core values reflected in our language and practices?

- What blind spots* may inhibit greater equity and inclusion?

e.g., habits of mind or unquestioned practices that perpetuate dominant culture norms; "how we do things"

4

Action with Accountability

- What near-term actions (12 to 18 months) will enable us to track our progress, learn together, and be accountable for results?

- What specific actions will we take to support greater equity and inclusion within our organization (e.g., within our culture, practices, policies and structure)?

3

Vision & Strategic Direction

- What is our vision for the future? What results do we seek?

- What are possible barriers to the vision—including barriers to greater equity and inclusion?

- What strategies will move us towards our vision while addressing our barriers?

Center of diagram

Equity-Centered Strategic Planning

A FRAMEWORK FOR LEARNING AND ACTION

Context & Shared Language · Organizational Culture · Vision & Strategic Direction · Action with Accountability

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