

# STRATEGIC PLANNING

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When we apply a vision of equity and inclusion to our planning, we take action to create an organization and services for everyone.

1. How does our strategic planning process promote equity and inclusion? Are staff, board, and stakeholders involved throughout the process?
2. Do the long-term goals you are defining reflect equity and inclusion?
3. What are the current demographic trends which the organization or departmental strategic plans need to align with or address?
4. What equity issues are currently being raised by stakeholders or employees in relation to our plans?
5. What are the costs of not taking demographic trends and equity issues into account? What are the benefits?
6. Do the organization and departmental strategic objectives and initiatives reflect a broad vision of equity and inclusion? How can it be strengthened?
7. What human and financial resources are required to achieve the equity and inclusion goals in this plan?
8. How do the performance measures in the organization and departmental strategic plans capture the impact on people who are under-represented and historically excluded? How do we measure whether inclusion is increasing or decreasing?
9. Does the collection of data enable us to measure benchmarks to enhance achievements of equity and inclusion?

## Ask About Inclusion

Are the people most impacted and informed meaningfully included in discussions and decisions?

What policies or practices contribute to the exclusion?

Who is accountable for making changes that ensure inclusion?