

# **SAMPLE EQUITY STRATEGIES**

## **Organizational Planning**

- Convene staff and board discussions on topics related to DEI
- Establish subcommittees of the board and staff to focus on DEI issues
- Include a standing agenda item on DEI in meetings of the staff and board
- Conduct an organizational DEI self-assessment
- Develop an organizational DEI vision/desired future state
- Set concrete goals and benchmarks for advancing the organization's DEI work
- Develop and/or implement a DEI strategy
- Develop and/or implement a DEI action plan
- Form committees, affinity groups or other internal structures to steward the organization's DEI work

## **Organizational Policies**

- Work with the board and staff to build full buy-in on DEI
- Incorporate DEI into the organization's values, vision and mission statements
- Incorporate DEI into the organization's strategic plan
- Create diversity and inclusion statements
- Create an equity policy or statement
- Evaluate the organization's policies to identify any systemic barriers to DEI and systemic opportunities to support DEI
- Revise the organization's policies to support DEI goals

## **Organizational Capacity Building**

- Provide DEI training(s) for board and staff
- Create opportunities for key staff and/or board to attend DEI training or leadership development program(s)
- Utilize relevant DEI tools, resources and best practices to advance the organization's DEI work
- Engage external consultants or partners to provide assistance with the organization's DEI efforts
- Secure additional funding to support the organization's DEI work
- Create staff position(s) focused on strengthening the organization's DEI work
- Increase the number of bilingual and bicultural staff
- Provide ongoing DEI learning opportunities for board and staff

## **Community Engagement and Partnerships**

- Develop a communications strategy to inform diverse populations of the organization's activities and invite them to participate
- Work to build effective informal partnerships with organizations and leaders representing communities and populations facing disparities
- Develop formal partnership agreements with organizations representing communities and populations facing disparities
- Share resources with partners from communities and populations facing disparities
- Work to engage communities and populations facing disparities in the organization's decisions (e.g. board, committees, advisory groups, community listening sessions, etc.)
- Develop strategies to remove barriers and create opportunities to participation of communities and populations facing disparities (e.g. time and location of meetings, availability of childcare, meeting style, stipends, language, etc.)

## **Data and Information**

Develop and implement systems for collecting disaggregated demographic data for board and staff

Develop and implement systems for collecting disaggregated demographic data for populations served by the organization and its programs

Train staff on best practices for collecting, analyzing and reporting on disaggregated demographic data

Analyze disaggregated demographic data and share results with organizational stakeholders

Use disaggregated demographic data to inform planning and decision-making

## **Research and Evaluation**

Develop an equity impact assessment tool to guide organizational planning and decision-making

Develop mechanisms to measure and monitor progress towards achieving the organization's DEI goals

Include DEI metrics or indicators in evaluations, planning, program assessments and/or accountability mechanisms

Collect client, community or constituent feedback on the organization from a DEI perspective

## **Programs**

Integrate DEI into one or more of the organization's programs in a strategic and explicit way

Target programs in geographic areas where the greatest inequities exist

Target programs to serve communities or populations facing disparities

Develop and implement culturally and linguistically appropriate services and practices

Provide translated materials and interpretation to ensure diverse communities can participate

Provide programs and services in non-traditional settings that increase access to those services

Conduct outreach and communications to engage diverse communities in the organization's work

## **Operations**

Develop and implement strategies to increase workforce diversity (e.g. recruitment and interviewing processes, retention strategies, professional development, etc.)

Review organizational contracting policies, vendor selection, resource allocation, etc. from a DEI perspective

Increase contracting or procurement opportunities for Minority, Women and Emerging Small Businesses

Develop strategies to actively include diverse staff and board in decision-making processes

Create DEI staff and management accountability mechanisms (e.g. incorporate DEI into staff work plans, incorporate DEI into performance evaluations, etc.)

## **Resources:**

[Tools for Organizational Self-Assessment Related to Racial Equity](#), Coalition of Communities of Color

[Global Diversity and Inclusion Benchmarks](#), The Diversity Collegium

[Advancing the Mission: Tools for Equity, Diversity and Inclusion](#), Annie E Casey Foundation

[Local Health Department Organizational Self-Assessment Toolkit](#), Public Health Institute

[Racial Equity Impact Assessment Toolkit](#), Race Forward

[Step-by-Step: A Guide to Achieving Diversity and Inclusion in the Workplace](#), Diversity & Inclusion Initiative

Implementing Diversity, Marilyn Loden (book)

[Cultural Competence Self-Assessment Questionnaire: A Manual for Users](#), Portland State University, Research and Training Center on Family Support and Children's Mental Health

[Meaningful Community Engagement in Planning for Sustainable Communities](#), PolicyLink

[National Center for Cultural Competence](#), Georgetown University Center for Child and Human Development