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