

## Sample Diversity/Inclusion Plan

In order to realize fully our Mission and Vision, we are committed to actively fostering diversity, inclusion and cultural competency throughout our programmatic, research, development, and operational efforts.

- Goal 1: Build our organization's capability to execute the long-range inclusion plan
- Create a Diversity/Inclusion BOD Standing Committee
  - Create and lead cross divisional implementation team
  - Increase diversity of staff and volunteer population
  - Assess the level of intercultural competency of staff and volunteers, and design tools to increase and develop the competency
  - Evaluate our diversity/inclusion initiative activities
- Goal 2: Increase the number of people from diverse and underserved populations using our supportive services and informational products
- Develop appropriate current and proposed tools and information
  - Develop and implement education and program initiatives for individuals and their care partners
- Goal 3: Design a research agenda focused on diverse population groups to advance our understanding of the disease and enhance our ability to assist diverse populations
- Create the divisional infrastructure to provide oversight and direction to research agenda
  - Form a Cultural Diversity Research Work Group to develop a set of research questions
  - Create a request for application process to attract research proposals
  - Create and implement a plan to translate and disseminate research information
- Goal 4: Increase the revenues raised from ethnic and minority businesses, organizations, foundations and individuals with diverse backgrounds, perspectives and experiences.
- Design and implement methods for collaborative revenue generation throughout our organization and with other organizations.
- Goal 5: Increase awareness, build mutually rewarding relationships and foster collaboration with a broad range of business, community, and foundation leaders and other individuals from diverse backgrounds, perspectives and experiences.
- Goal 6: Promote the increase of diversity/inclusion in the health/social service fields and professions for example
- Collaborate with and support other organizations that are addressing diversity and related workforce issues.
  - Develop and implement education and program initiatives for professionals

**NOTE: It is imperative to build accountabilities into your plan.**