

# High Level Action Plan for DEI Strategic Work Group

## Establish work group structure (completed by 10/31/2022)

- Identify a work group structure
- Divide the work
- Communicate and invite others to the work groups

## Gather facts ( completed by 1/1/2023)

- What has been done
  - Review written records
    - How do we find the written documents?
  - Facilitate discussion to develop list of stakeholders
  - Develop a plan to solicit stakeholder input
    - Focus groups
    - Interview
    - IR reports
  - Inquire with departments/stakeholders
  - Write brief summary of organizational history and accomplishments, current situation

## Assessment - SWOT and Review inputs (completed by 3/31/23)

- Identify what is left to do
- Identify/Determine challenges or barriers
- Opportunity to review and assess what is needed and make changes as necessary.

## Identify resources and build strategies (completed by 4/30/23)

(Given what our goals and desired outcomes are, do these action items still seem like they are the steps needed to get us to our destination? From what is left over, does that still fit with what we are hoping to see between now and 2026?)

- Discuss alternate approaches and plan formats with planning committee
- Determine how the group will document progress towards intended goals.

Suggested tool (logic model) for something that we could submit to the stakeholder areas to aid in development of revised new plan

Goal	Suggested Activities	Details	Desired Outcomes
<i>What we're aiming for</i>	<i>What we're going to try</i>	<i>Who's going to do what, where and when? Add resources, tools, etc.</i>	<i>What we're hoping will be different or better</i>

## Draft new plan (completed by 5/30/23)

- Draft new DEI Strategic Plan timeline

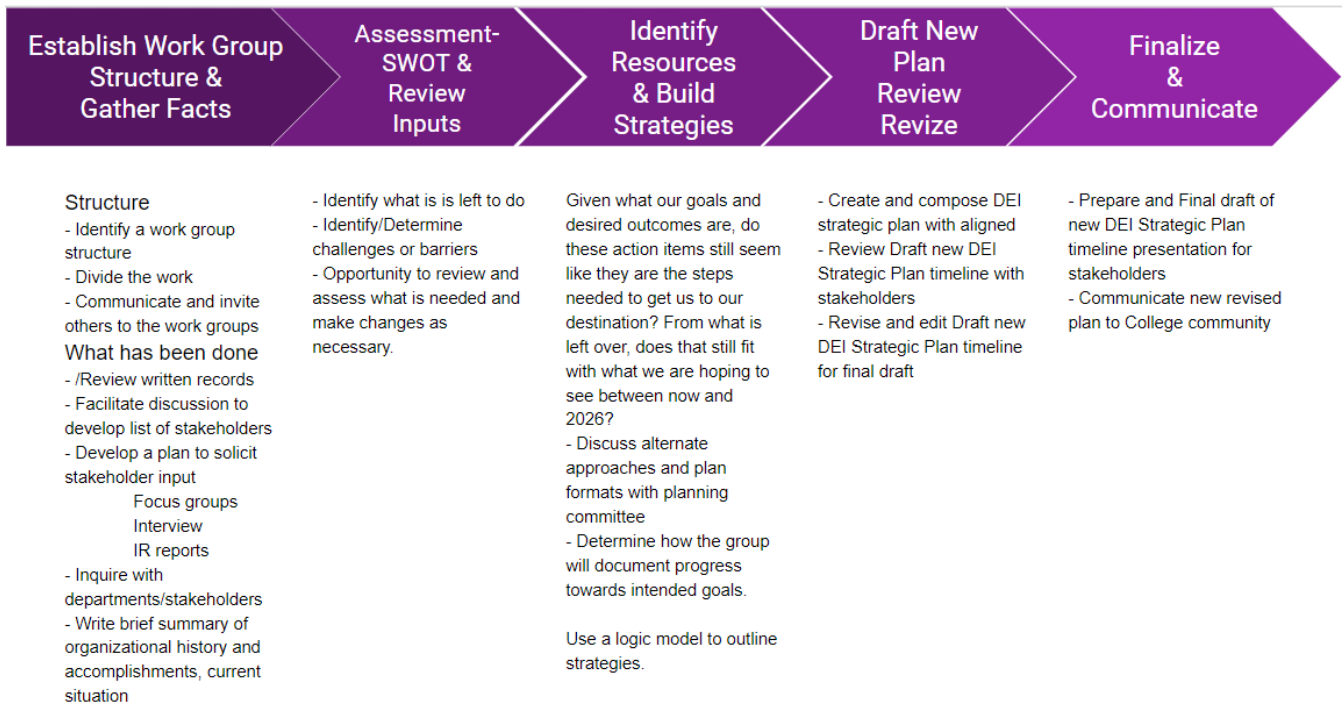
## Review and Revise

- Review Draft new DEI Strategic Plan timeline with stakeholders
- Revise and edit Draft new DEI Strategic Plan timeline for final draft

## Finalize completed by 9/9/23

- Prepare and Final draft of new DEI Strategic Plan timeline presentation for stakeholders

- Communicate new revised plan to College community




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### Questions for consideration and other notes

Where are we  
 Where do we want to be  
 How do we get there  
 Who can help  
 When will this happen

Goal> How> When> Resources> End Result

# High Level Action Plan for DEI Framework Application

## Establish work group structure (completed by Oct 31)

- Identify a work group structure
- Divide the work
- Communicate and invite others to the work groups

## Gather facts ( completed by Jan 31)

- Who is currently using the framework?
- How is it being used?
- How can it be improved?
  - Is it accessible?
- Is there written documentation of use?
  - Facilitate discussion to develop list of stakeholders
  - Develop a plan to solicit stakeholder input
    - Focus groups
    - Interview
  - Inquire with departments/stakeholders

## Assessment - SWOT and Review inputs (completed by March 31 2023)

- Identify what is left to do
- Identify/Determine challenges or barriers
- Opportunity to review and assess what is needed and make changes as necessary.

## Identify resources and build strategies (completed by April 30)

(Given what our goals and desired outcomes are, do these action items still seem like they are the steps needed to get us to our destination?)

- Discuss alternate approaches and plan formats with planning committee
- Determine how the group will document progress towards intended goals.

Suggested tool for something that we could submit to the stakeholder areas to aid in development of revised new plan

Goal	Suggested Activities	Details	Desired Outcomes
<i>What we're aiming for</i>	<i>What we're going to try</i>	<i>Who's going to do what, where and when? Add resources, tools, etc.</i>	<i>What we're hoping will be different or better</i>

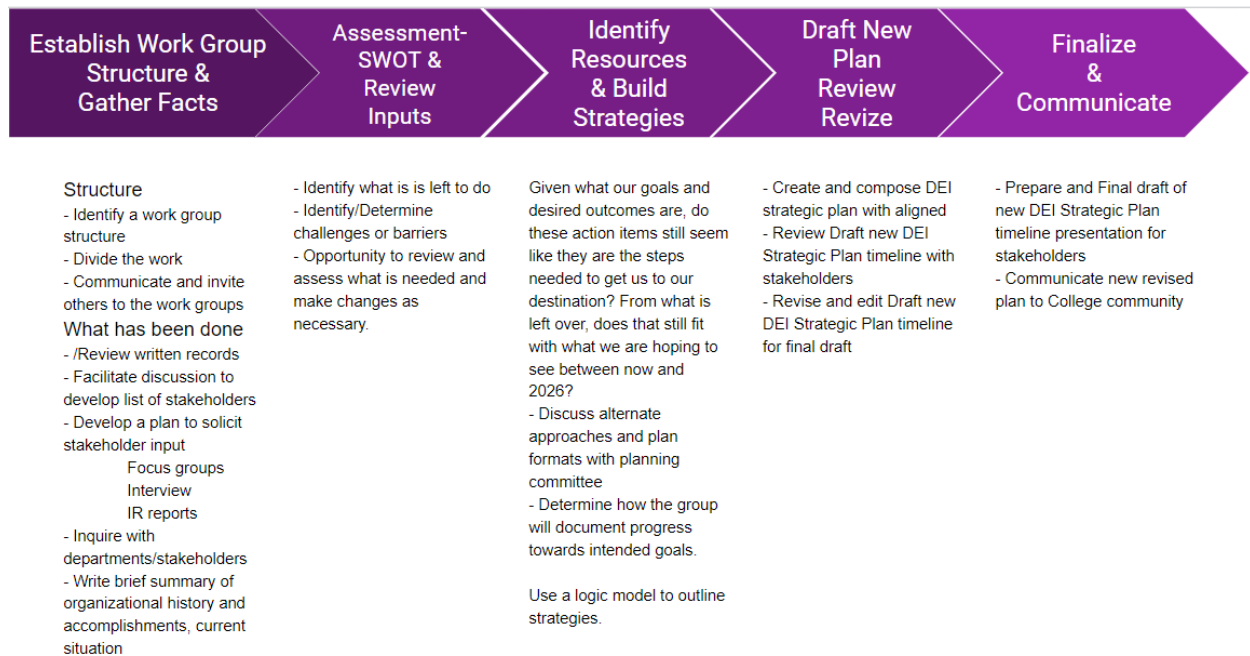
## Incorporate Stakeholder Suggestions into Framework (completed by May30th, 2023)

- Review and Revise
  - Review draft with stakeholders.
  - Revise and edit Draft for final draft
  - Revise and edit Draft final draft

## Finalize completed by Sept 9, 2023

- Train new and previous stakeholders on new framework during Inservice.

Example Visual:



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**Questions for consideration and other notes**