



Cultivating the capacity  
for transformation in  
self, systems, and society

# Building bridges to resilient and inclusive communities: Operationalizing equity in the strategic planning process

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## Learning Objectives

At the end of this session, participants will...

- Practice putting an equity lens into action
- Co-create ideas for equity-focused strategies
- Discover emerging trends and promising practices related to equitable strategic planning processes



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## Pair and Share

What are some of the challenges you would like to address in your own strategic planning processes?



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## Common Challenges and Solutions: Operationalizing Equity in the Strategic Planning Process

Common Challenges	Equitable Strategies



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Best/Promising Practice Considerations for Bringing in Community Members	
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Frontline Communities and BIPOC Engagement	<ul style="list-style-type: none"> <li>• Leverage existing relationships with trusted community groups to invite unconnected/under-connected populations such as communities of color, low-income, youth, elderly communities, and young families</li> <li>• Provide living wage stipends to compensate participants for their time</li> </ul>



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Overwhelm	<ul style="list-style-type: none"> <li>Use accessible language and infographics in all engagement materials and interactions</li> </ul>
Low Participation Rates	<ul style="list-style-type: none"> <li>Provide hourly stipends for targeted engagement to recognize and help alleviate the costs of engagement (e.g., taking time from work, finding childcare, and transportation, providing hardware, food, and asking about any other accessibility needs for full, authentic participation)</li> </ul>



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## Let's Practice! Equity Wishlist Exercise

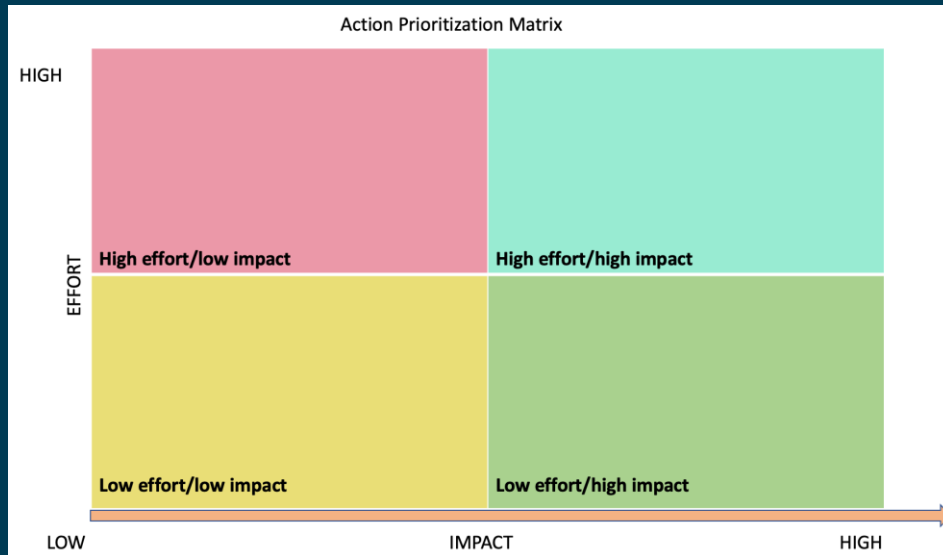
If you were told that next year your organization would have unlimited resources to address equity in the workplace, what would you wish for?

List as many ideas as you can in 1 minute!



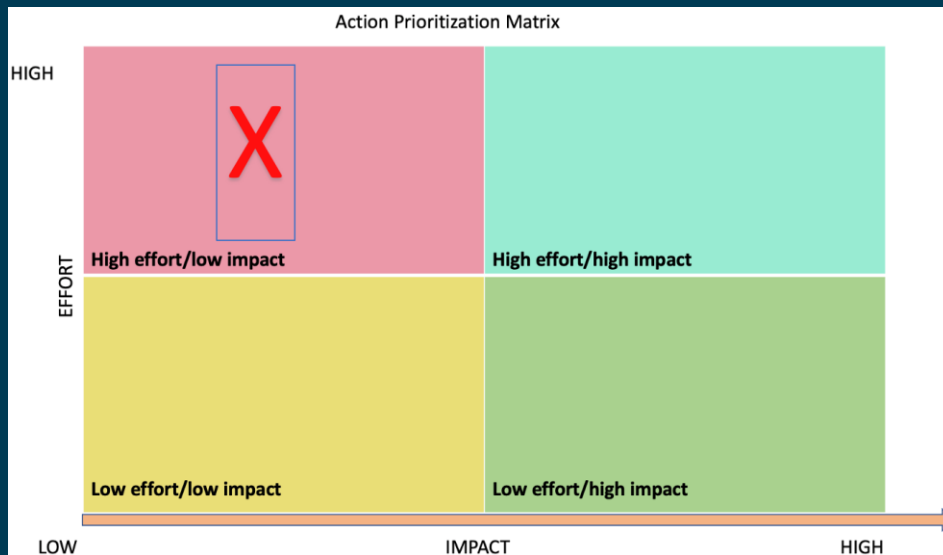
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# Action Prioritization Matrix



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## Let's Practice!

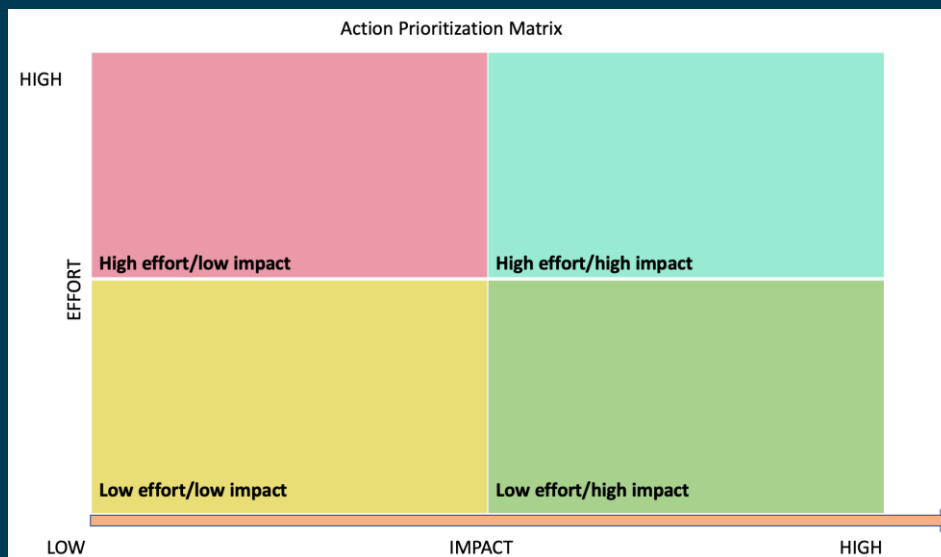
Considering effort and impact, write ideas from your wishlist into the prioritization matrix.

If you are here with a colleague, compare notes and discuss why you placed ideas where you did on the matrix. For example, what about your idea makes it high effort or high impact?



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## Action Prioritization Matrix



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## Operationalizing Equity in the Strategic Planning Process means...

- All partners and stakeholders know why the project needs their input
- When the plan is complete, all partners and stakeholders feel their ideas and goals are reflected- they have a sense of ownership
- The initiatives mission and vision are clear and have been shared for feedback
- An inclusive planning process means that new relationships are established or renewed



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**Want to  
continue the  
discussion?**

Join us for a free On-Line Learning Session on  
Building Bridges to Resilient and Inclusive Communities



July 21<sup>st</sup>, 12-1:30 PM

<https://resources.avantpage.com/athenagroup-session-sign-up>

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Thank you!

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