Leading By Example Initiative's Working Strategies

Engage in organizational dialogue & reflection (on diversity & equity).

Develop and Support a Core Leadership Group

Collect & assess data on internal diversity & equity

Clarify & affirm organizational values & principles about diversity & equity.

Plan and act to become more inclusive & equitable foundation.

Set goals & targets for becoming more inclusive & equitable

Draw upon technical assistance and coaching (expert, external, & peer).

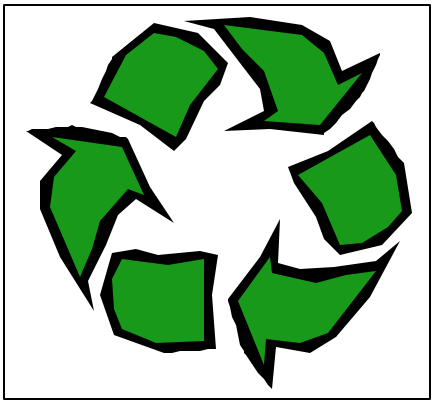
Support personal, professional, & organizational learning.

Allocate the time & resources needed to support change.

Use data driven tools to engage in ongoing assessment, planning, & action.

Seek input, honest feedback, & support from community/civic

Take leadership on diversity & equity in the community foundation

Connect with & support peers in other organizations who are also change.

Celebrate and share stories of success (with community & civic partners).