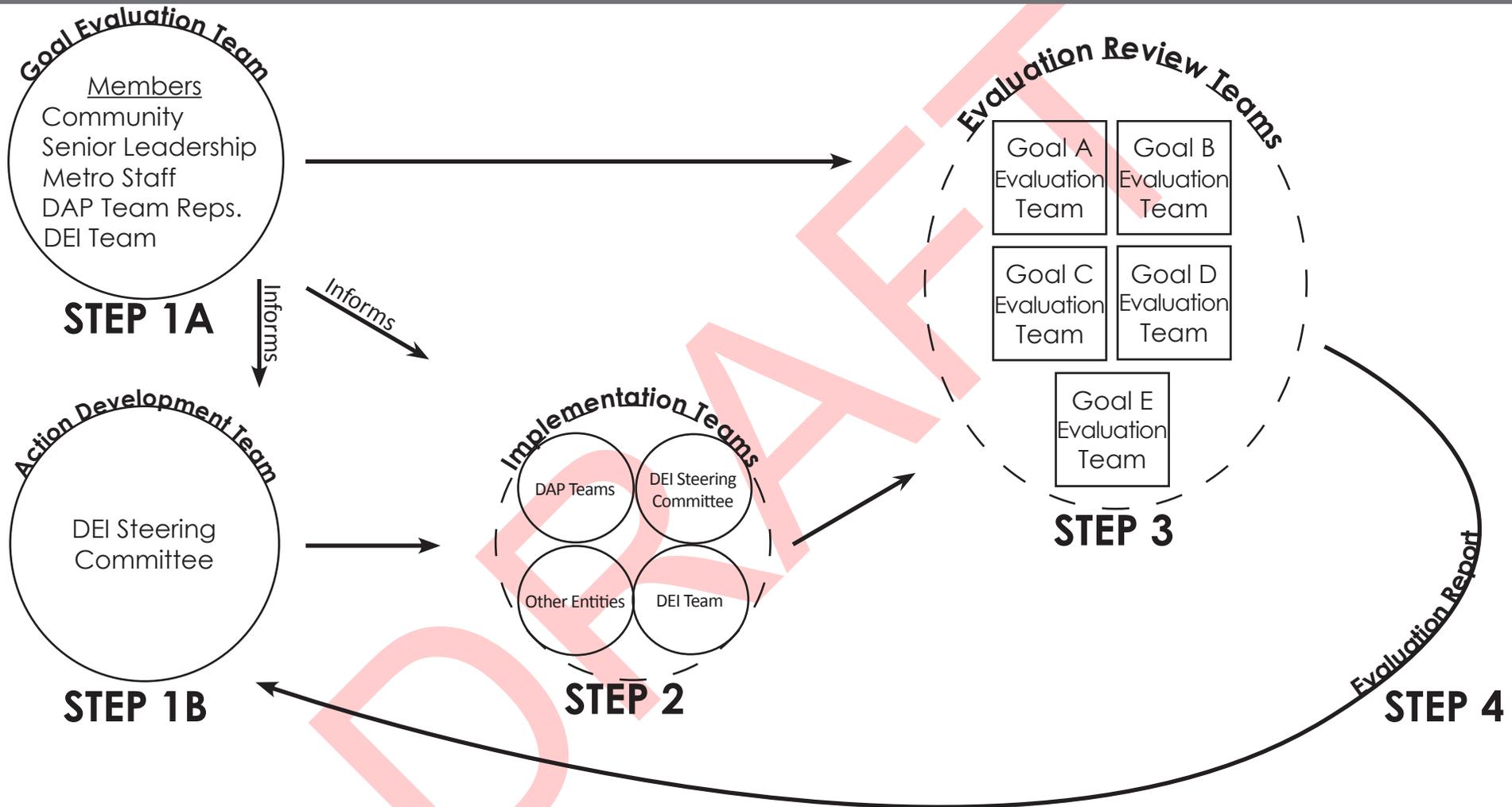


Diversity Action Plan & Strategic Plan to Advance Racial Equity, Diversity and Inclusion decision-making structure

YEAR 1

YEAR 2-3



Step 1a: Goal and Objective Evaluation Baseline

- Determines measurement of success for each goal and objective.
- Diverse participation and community collaboration.

Step 1b: Review & Develop Actions

- DEI Team gathers potential equity actions.
- DEI steering committee reviews, refines and develops equity actions.

Step 2: Implementation and Disparities Assessment

- Appropriate team implements action
- If changes are needed to implementation, action referred back to DEI Steering Com.
- Uses data to identify other communities affected by disparities (disparity review)

Step 3: Evaluation

- Appropriate team evaluates goal and objectives, and determines success of each goal related action.
- Each evaluation team creates report of findings.

Step 4: Adjust

- Evaluation Review Teams create a report presenting recommendations based on findings of evaluation.