

## Leading By Example Peer Network Community Foundation Work Plan For 1<sup>st</sup> Cycle of Inquiry

**Critical questions your team wants to focus on:**

(1)

(2)

(3)

### **Data Collection Strategy (Building on insights gained from Org Journey Map, Environmental Scan, and Org SWOT)**

Activities Planned to Complete Our Community Profile	Responsible	Resources	Due Date
<p>To develop a better understanding of the most urgent diversity and equity issues, dynamics, and trends that are affecting the community or region we serve, we will...</p>	<p>Collect the latest reports and studies that focus on demographic changes (and the implications of that change for various communities) occurring in the region.</p>	<p>Lead Staff and All Team Members</p>	
	<p>Each team member will meet with at least two community leaders who are knowledgeable about implications of demographic change on the various groups in our region. These meetings will be informal and aim to build the team member's understanding of how different communities view the demographic changes the urgency for foundation attention to diversity and equity issues, dynamics, or trends most affecting the community as a whole.</p>	<p>All Team Members</p>	
	<p>We will meet as a team to share and discuss the information and insights we have gained through our respective data gathering efforts.</p>		



Preliminary Organizational Capacity Building Strategy		Responsible	Resources	Due Date
To continue building the knowledge and capacity of our team to undertake this equity and inclusion project, we will...	<p>Each team member will develop and carry out an individualized learning plan to continue deepening our knowledge and capacity in the area of diversity, inclusion, and equity. As part of this effort, we will seek out and utilize a variety of resources (reading, videos, training, etc). Additionally, we will devote some portion of our regular planning meetings to share individually about our personal experiences and learning.</p>	All Team Members	<ol style="list-style-type: none"> <li>1) Journey Map</li> <li>2) California Tomorrow's Change Starts With The Self Assessment Tool and Planning Guidelines</li> </ol>	
	<p>Meet as a team to review and assess the approaches and outcomes of past diversity training experiences the foundation has sponsored for the purposes of building knowledge and capacity of staff and the board.</p> <p>In that session attention should be given to the following:</p> <ul style="list-style-type: none"> <li>○ Was the training adequate to bring about the desired objectives?</li> <li>○ Were barriers or resistance encountered by the organizational leaders who promoted the training?</li> <li>○ Was there any planned follow-up or other sustained outcome?</li> <li>○ How could the training strategy, including outside resources used, be improved in light of your tentative capacity-building objectives? How would you evaluate progress or success?</li> </ul>	All Team Members	Readings & Resources provided at the January Network Meeting.	

Preparation for Moving to the Next Phase of Work		Responsible	Resources	Due Date
	<p>Meet to summarize your findings and conclusions from the 1<sup>st</sup> Cycle of Inquiry, including at least:</p> <ul style="list-style-type: none"> <li>○ Is there a shared vision of equity and inclusion in the foundation?</li> <li>○ Potential to reach an organization-wide consensus on the priorities and desired outcomes for this project</li> <li>○ First cut thoughts on outcomes for next phase of work.</li> <li>○ The foundation's current capacity to achieve some of the desired outcomes</li> <li>○ Resources your team will need to carry out next phase of work</li> </ul>	All Team		
	Discussion of strategies for organization wide Cycle of Inquiry	All Team	See CA Tomorrow Planning Model & Flow Chart	