Sample Diversity/Inclusion Plan

In order to realize fully our Mission and Vision, we are committed to actively fostering diversity, inclusion and cultural competency throughout our programmatic, research, development, and operational efforts.

Goal 1: Build our organization’s capability to execute the long-range inclusion plan
- Create a Diversity/Inclusion BOD Standing Committee
- Create and lead cross divisional implementation team
- Increase diversity of staff and volunteer population
- Assess the level of intercultural competency of staff and volunteers, and design tools to increase and develop the competency
- Evaluate our diversity/inclusion initiative activities

Goal 2: Increase the number of people from diverse and underserved populations using our supportive services and informational products
- Develop appropriate current and proposed tools and information
- Develop and implement education and program initiatives for individuals and their care partners

Goal 3: Design a research agenda focused on diverse population groups to advance our understanding of the disease and enhance our ability to assist diverse populations
- Create the divisional infrastructure to provide oversight and direction to research agenda
- Form a Cultural Diversity Research Work Group to develop a set of research questions
- Create a request for application process to attract research proposals
- Create and implement a plan to translate and disseminate research information

Goal 4: Increase the revenues raised from ethnic and minority businesses, organizations, foundations and individuals with diverse backgrounds, perspectives and experiences.
- Design and implement methods for collaborative revenue generation throughout our organization and with other organizations.

Goal 5: Increase awareness, build mutually rewarding relationships and foster collaboration with a broad range of business, community, and foundation leaders and other individuals from diverse backgrounds, perspectives and experiences.

Goal 6: Promote the increase of diversity/inclusion in the health/social service fields and professions for example
- Collaborate with and support other organizations that are addressing diversity and related workforce issues.
- Develop and implement education and program initiatives for professionals

NOTE: It is imperative to build accountabilities into your plan.