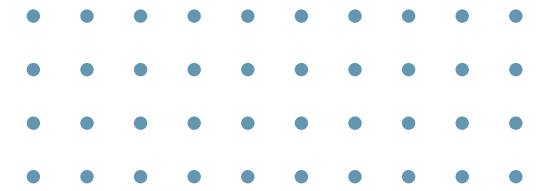


ORGANIZATIONAL INCLUSION INITIATIVE PLANNING WORKSHEET

Practical Application for *A Narrative Inquiry into Black Womens' Professional Identity Construction*

Dr. Amina James



PHASE 1: ORGANIZATIONAL INCLUSION INITIATIVE PLANNING

Question 1

What inclusion challenge do you want to address in your organization?

Tip: include the specific population(s) of interest)

Question 2

Why is it important to address this challenge?

Tip: Use data to support your assertion)

Question 3

List two ways this challenge can be addressed

Tip: Use the SMART framework to guide your plan

Question 4

List the strengths, weaknesses, opportunities, and threats in terms of your org's ability to address the challenge

Tip: Use visualization to support your assertion.



PHASE II: PITCH TO SENIOR LEADERSHIP

Consider including these elements in your pitch:

Challenge

What is the inclusion challenge?

Impact

What is it costing the org?

How will the org benefit from addressing the challenge?

Strategy

What strategic initiative are you proposing in response to the challenge?

Resources

What resources do you need to implement this initiative? Think through possible organizational constraints.

