Practice Action Plan

1. **Identify stakeholder groups and organizations that focus on diversity, equity, and inclusion work within your community:** These organizations will be able to provide some framework on the best practices required to create diverse communities that are built on inclusion and equity. This step is essential as you do not want to undermine the work being done by leaders from marginalized groups by bypassing them.
OR
If you do not identify any such organizations or groups, form a workgroup: The workgroup will focus on promoting diversity through creating an inclusive and equitable environment. This group should have representation from individuals from marginalized groups.

2. **Collect data on the diversity that exists in your community/organization:** You can use Census Bureau data, conduct surveys, and talk to local community leaders. Some things to keep in mind when doing this are-
   a. Categories of diverse groups that exist in your community/organization.
   b. How long have these populations been a part of your community/organization?
   c. What attracted these populations to your community/organization?
   d. What keeps these populations in your community/organizations?
   e. What prompts people from these populations from leaving your community/organization?
   NOTE: WHEN COLLECTING DATA ON CERTAIN GROUPS SUCH AS IMMIGRATION STATUS OR GENDER IDENTITY IT IS IMPORTANT TO KEEP IN MIND THE NEGATIVE IMPACTS THAT COULD OCCUR TO THAT COMMUNITY IF PERSONALLY IDENTIFIABLE INFORMATION IS LEAKED. In order to avoid this, do not collect any personally identifiable data.

3. **Develop a working plan to promote practices that attract and retain diverse populations to your community/organizations:** Your plan should be based on the data you collected, some recommendations we have are-
   a. Create interactive resources, handouts, and training that instill values of equity and inclusion in members of your community/organizations.
   b. Use social media strategies to promote the values that you identified.
   c. When members in your community/organization practice these values, it will encourage other people to think about these topics and possibly change their outlooks.

4. **Assess the success of your plan:** Utilize survey methods or measurable checkpoints when implementing your plan to assess its effectiveness and make changes as needed.