Check-In: Reactions & Questions
From Day Two

BUILD YOUR POOL’S
INCLUSIVITY PLAN
Step 1: Build Awareness (Awakening)

- Awareness is a state of knowing something
- Examples of awakening:
  - Cybersecurity
  - Firefighter protective equipment
  - ID confidentiality (e.g., removed SSN from Medicare cards)

Step 2: Engage in Learning

- Design a learning plan that will support your governing body’s progressive understanding of inclusivity
  - What questions does your board have about inclusivity?
  - How can you support their understanding of unintentional bias?
  - How can you help them explore their cognitive strengths?
Step 3: Review and Evaluate Current State

- Understand the current conditions, practices, data, etc.
- Gather information
- Build awareness to support making commitments and develop personal meaning

Step 4: Create Intentions and Aspirations

- Develop a collective sense of ambition – where do you want to go?
- Use the data to create a sense of urgency and desire for change
- This is a journey – incremental steps are valuable, as are credible intentions
- Share your intentions at whatever level they exist

Step 5: Monitor and Measure Performance

- Define your inclusivity goals – not quotas – and track them
- Imagine your pool’s picture of success
- Seek accountability – expect starts and stops, but regroup and keep going
- Even zero is a data point – track as much as you can and use data as encouragement
FINAL CALL FOR GREAT IDEAS

CLOSING COMMENTS AND QUESTIONS