



**Nonprofit  
Leadership  
Alliance**

## Community Equity Plan

### Defining Terms and Examples

**Goal:** Identify the result you plan to achieve

- Example: Be an active community builder.

**Action Plan:** Identify the action steps needed to achieve your goal

- Example: Identify the organizations in my community that support inclusion and equity.
- Example: Attend a lecture/presentation sponsored by one (or more) of the organizations.
- Example: Reflect on how I might be able to encourage the work of one or more of the organizations. .

**Deadline:** Identify the date to accomplish the action step. (within 30 days, within 90 days, within 180 days, longer term)

**Barriers to Implementation:** Identify why you would not accomplish the action step.

- Example: My small community doesn't have an ACLU or NAACP chapter.

**Overcoming Barriers:** Identify what you can do to remove the barrier.

- Example: Be creative in seeking out organization effort by talking to friends, colleagues and neighbors.
- Example: Watch the newspaper or online calendar for events or marches.
- Example: Check the city/county commission for meeting agendas on topics of interest and attend to learn more about supporting groups.

**Next Steps:** Identify how you will continue to make progress on this goal.

- Example: Will continue to explore, attending lectures and public events on topics on diversity, inclusion and equity.

**Status/Progress:** Return to this document and identify your progress.

- Example: Attended several lectures and am slowly identifying groups where I might fit and be effective.