



**Nonprofit  
Leadership  
Alliance**

## Organizational Equity Plan

### Defining Terms and Examples

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

- Example: Create an Organizational Equity Plan

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

- Example: Talk informally with directors and staff about why equity is an important conversation for our organization.
- Example: Talk to Governance Committee about a training session for board and staff on inclusion and equity.
- Example: Recommend formal action for an organization equity plan at year-end Strategic Planning Committee.

**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: Staff and board attitudes: how can we add anything else to our agenda?

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

- Example: Set a realistic timeline and encourage thinking strategically.

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

- Example: Continue providing resources and examples to team and staff.

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

- Example: Introduced topic at team and staff meetings.