



# Planning and Implementation

Respond to the question below as a team. The responses to these questions will inform how you respond to the statements for this domain.

**When considering the intended outcomes and scope defined in [Building Your Foundation](#), which existing strategic plan(s) and effort(s) are important to examine for this domain?** *For example, it may be relevant to examine an agency-wide strategic plan, a division or program strategic plan, or multiple plans at different levels.*

Refer back to how you defined your scope in the [Building Your Foundation](#) section to provide additional context for your interpretation of the domain elements and statements.



## FOUNDATIONAL ELEMENTS

### Existing Strategic Plan

There is an existing strategic plan that includes goals, objectives, and outcomes focused on internal equity efforts.

### Accountability Measures

The strategic plan includes accountability measures and mechanisms to ensure progress is being made towards goals. There is a process to follow when expected progress is not happening.

### Transparency

Progress on and successes and challenges related to the strategic plan are communicated to staff at regular intervals.

### Dedicated and Supported Staff

There is an existing group of dedicated staff to lead internal equity efforts. There are clear lines of communication between this group and leaders and decision-makers who have the authority to make change.



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## STATEMENTS

Using the scale, please rate how much you disagree or agree with the following statements. Consider overall impressions when responding.	Do not know /Unsure 0	Strongly disagree 1	Disagree 2	Agree 3	Strongly agree 4	Score (Optional)
<b>Existing Strategic Plan:</b> There is an existing strategic plan that includes goals, objectives, and outcomes focused on internal equity efforts.						
<b>Accountability Measures:</b> The existing strategic plan includes accountability measures and mechanisms to ensure progress is being made toward goals.						
<b>Accountability Measures:</b> There is a process to follow when expected progress is not happening.						
<b>Transparency:</b> Progress on and successes and challenges related to the strategic plan are communicated to staff at regular intervals.						
<b>Dedicated and Supported Staff:</b> There is an existing group or dedicated staff to lead internal equity efforts.						
<b>Dedicated and Supported Staff:</b> The existing group or dedicated staff have clear lines of communication to leaders and decision-makers who have the authority to make changes.						
Domain Score (Optional) = Average of statement scores						
<b>Notes:</b>						



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## DISCUSSION GUIDE

**Instructions:** After responding to the statements above, review your responses as a team and consider the following discussion questions. Use the scope identified in [Building Your Foundation](#) to define the strengths and challenges referenced below.

### What are your strengths related to strategic and sustainability planning and implementation?

- How did these elements become strengths?
- How can these strengths be leveraged to support internal equity efforts?

### What are your challenges related to strategic and sustainability planning and implementation?

- What are the system-level factors or reasons these challenges emerged?
- What are the opportunities to address these challenges?
- What are the barriers to addressing these challenges?
- How can you leverage your strengths to address these challenges to supporting internal equity efforts?



## NEXT STEPS

**Considering the identified opportunities, barriers, and ways to leverage your strengths, where is there energy and momentum around strategic and sustainability planning and implementation?**

**What are some immediate next steps you want to explore?**

**Who else should be involved to explore these immediate next steps?**