



Shared Vision

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



FOUNDATIONAL ELEMENTS

Stated Commitment

Language about equity is part of the mission, vision, and values.

Demonstrated Commitment

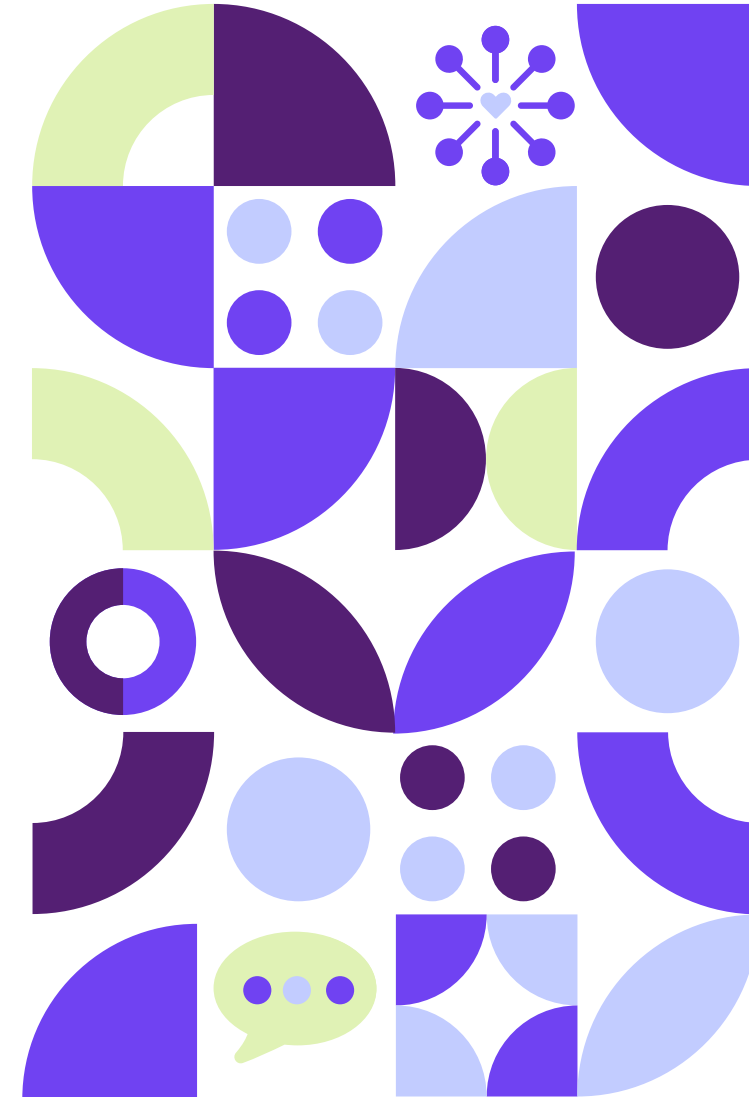
Stated mission, vision, and values are in line with demonstrated internal policies, practices, and actions.

Collective Clarity

Staff understand their role in implementing the mission, vision, and values. Staff do not have to agree or be fully bought into the mission, vision, and values, but rather they understand what the agency is trying to accomplish.

Transparency

The motivation for initiating or advancing internal equity efforts generally, or particularly right now (e.g., mandate, funding opportunity, strategic planning process), has been articulated and shared with staff.





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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)
Stated Commitment: Language about equity is included in the mission, vision, and values.						
Demonstrated Commitment: The stated mission, vision, and values are in line with demonstrated policies, practices, and actions.						
Collective Clarity: Staff understand their role in implementing the mission, vision, and values.						
Transparency: The motivation for initiating or advancing internal equity efforts generally, or particularly right now, <u>has been articulated</u> .						
Transparency: The motivation for initiating or advancing internal equity efforts generally, or particularly right now, <u>has been shared with staff</u> .						
Domain Score (Optional) = Average of statement scores						
Notes:						



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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 a shared vision?

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

What are your challenges related to a shared vision?

- 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 building a shared vision?

What are some immediate next steps you want to explore?

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