

Race Relations & Diversity Task Force

2014-2017 Strategic Plan **(2011 Plan Revised & Updated)**

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Mission

The mission of the Race Relations & Diversity Task Force is to actively promote and embrace an appreciation for diversity and to advocate for inclusivity, equality, and justice in the region. We come together to develop and maintain an open, intentional community that works to overcome racism, prejudice, and discrimination through education, advocacy and response.

Long-Term Vision

A region free of racism, prejudice, and discrimination that promises inclusivity and values diversity.

3 Year Vision

In three years, the Task Force will accomplish the following:

- A. **Programs:** Present programming which has relevant social significance.
- B. **Go-to Source:** Operate as the community resource providing information, advocacy and response.
- C. **Collaboration:** Expand and sustain on-going relationships with regional organizations.
- D. **Participation:** Increase the number of members and participants.
- E. **Technology:** Build on and expand our use of technology to better connect with the region.
- F. **Growth:** Establish and sustain a process of leadership development and succession.

Core Values

- A. **Advocacy.** We serve as a voice for doing the right thing.
- B. **Diversity.** We embrace and involve individuals from diverse backgrounds to increase our knowledge and broaden our perspectives.
- C. **Education.** We provide continuous learning opportunities that promote awareness, knowledge, appreciation, and understanding of diversity issues.
- D. **Engagement.** We seek to involve people in our efforts to build relationships among diverse people while working together on community wide interests.
- E. **Inclusivity.** We strive to maintain a welcoming community that is based on mutual respect and understanding.
- F. **Integrity.** We conduct our business ethically, fairly and honestly.
- G. **Respect.** We treat everyone with dignity and respect. We acknowledge and value the contributions and ideas of all individuals. We honor the diversity of backgrounds, skills, talents and experience present in others.

Strategic Goals and Objectives

- I. **Organization and Structure**--Improve governance structure to reflect more effective leadership development, clear definition of Steering Committee roles and responsibilities, and expectations for those who serve on committees
 - A. Determine the structure of Task Force
 - B. Develop process of leadership succession
 - C. Define roles and expectations for Board, officers and committees
 - D. Implement structure, process and role requirements
 - E. Ensure diversity in Board and committees
 - F. Increase active, committed Board and committee members

- II. **Membership and Participation**-- Expand membership and participation in programs and services with a focus on increased volunteers and diversity.
 - A. Define member and participant
 - B. Increase number of members and participants each quarter
 - C. Increase diversity of members and participants
 - D. Expand geographic area of members and participants

- III. **Programs and Services**-- Enhance programs and services to better address the needs of the community regarding race relations and diversity issues
 - A. Identify community and member race relations and diversity needs for programs and services.
 - B. Evaluate programs/services to determine if they are meeting community and member needs and revise as appropriate. (Objective B combines two prior objectives.)
 - C. Evaluate program schedule (monthly and time of day) and revise as appropriate.
 - D. Implement changes and establish ongoing program evaluation process.

- IV. **Collaborations and Partnerships**-- Strengthen and expand the number of collaborations and partnerships, especially with endorsing organizations, to optimize programs and services.
 - A. Develop more Board outreach to and participation with other groups
 - B. Collaborate with more organizations who have similar goals

- V. **Marketing**--Develop an effective marketing plan that ensures the communities served by the Task Force are aware of its mission, vision, and programs.
 - A. Identify resources and target market
 - B. Identify marketing strategy and deliverables
 - C. Determine methods of delivery with emphasis on technology
 - D. Develop and implement marketing plan, including for programs, and review on annual basis

VI. Funding-- Working collaboratively with The Community House, ensure sufficient present and future funding to support the Task Force's mission and vision

- A. Determine annual funding needs based on programs and services
- B. Determine potential funding sources and activities and evaluate for feasibility.
- C. Determine best fund-raising sources and activities in conjunction with TCH
- D. Develop and implement funding plan/budget and review on annual basis

Race Relations & Diversity Task Force
2014-2017 Strategic Plan Implementation Process

- A. Post Mission, Visions, Core Values and Strategic Goals in strategic places: website, marketing materials, TCH, etc.
- B. Assign a Strategic Goal Champion (s) to each Strategic Goal who would have overall responsibility for implementing the actions under each goal. The Goal Champion should form his/her team to implement action plans and will meet as required.
- C. Assign overall responsibility for implementing the Strategic Plan to the Goal Champions (Implementation Team), who will be responsible for managing implementation, i.e., ensuring the work is done and resolving issues. Status of Strategic Plan implementation should be reviewed monthly.

Note: This is a “living” plan, so changes in actions, timing, etc as necessary are a normal part of the implementation process and are to be expected.

- D. Review Implementation status regularly at Board meetings. Primary review documents will be Action Plans and Key Metrics. A unique Strategic Plan Implementation Status Summary (1-2 pages) will be considered in lieu of the more detailed Action Plans.
- E. Review a revised Plan with Board by December of each year to identify any necessary changes to the Plan focusing on detailed changes to the coming year. Drop year of actual and add the 3rd year to maintain the 3-year planning horizon.