# Task 4: Set diversity and inclusion goals that align with organization mission, vision, and values

## Method: Goal Setting and Alignment

Task Summary: Your goals for diversity and inclusion reflect the desired outcomes of the strategic plan. To achieve them, they must align with the institution’s stated vision, mission, and values and be seen by all as strategic initiatives so they are not “siloed.”

Directions: Review and complete the Key Terms and Examples: Vision, Mission, and Values document prior to answeringthe following questions.

1. **Based on the data you analyzed, what diversity and inclusion goals should your organization focus on? (Goals are the broad outcomes your plan seeks to achieve. For example, “Develop innovations in education to prepare students and trainees from diverse backgrounds to be collaborative practitioners of medicine.”)**

#### Please write your goals on the Goal and Strategy template

1. **What is the exact desired outcome for each goal? (Outcomes should be specific and measurable. For example, “Students will be able to describe a strategy for engaging medical practitioners from a variety of backgrounds.”)**

#### Please write your desired outcome on the Goal and Strategy template

1. **To what extent are diversity and inclusion seen as strategic imperatives and part of everyone’s responsibilities?**
* How are these imperatives communicated to the organization’s broader community?
* How well are these imperatives understood?

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1. **If the diversity and inclusion imperatives are not well communicated or understood, answer the following questions:**
* What would be necessary to incorporate diversity and inclusion as strategic initiatives (getting buy-in and support from many levels of the organization, including, most importantly, senior leadership)?
* How could you go about elevating the level of importance for these strategic initiatives?

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1. **What immediate steps can you take to better incorporate diversity and inclusion within all missions of the institution?**

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1. **Is there a “charge” from senior leadership that reflects commitment and clear expectations? Identify one or more senior leaders who will be responsible for the diversity and inclusion strategic goals. (For example, if there is a financial goal, it might be assigned to the chief financial officer. If there is a curriculum change, this might be assigned to the dean of medical students.)**

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