



prof



30 min



1+



You need

# Action Plan



*A tool that can assist professionals implementing changes that promotes diversity and inclusion*



Great ideas and visions can easily be under prioritized or postponed without specific and concrete actions and agreements.

On the other side of this card is a very simple format for an action plan just to get you started.

If your team or you as an individual decides to implement changes that promote inclusion and diversity it can be beneficial to create an action plan that establishes clear objectives and structures the process of implementation. The action plan can also be used as a tool to ensure accountability as you can assign different responsibilities and measure progress.

This action plan can also be a valuable resource for presenting ideas to management by outlining objectives, needed resources, and anticipated outcomes. Using a structured plan helps foster engagement and supports lasting change.

The template can either be used as is or modified to the needs of your specific settings. You can work individually with an action plan or you can work in a team.



## Getting started:



- Use questions below for inspiration to start reflecting on actions that could advance inclusion and diversity in your setting:
- How can you create regular time and space for colleagues to reflect on issues like racism, bias, and stereotyping?
- Does your theoretical framework/curriculum currently include diverse perspectives and histories? Which areas could be expanded?
- Are there strategies to assess whether youth experience racism? Would a survey be beneficial?
- Do you feel equipped with sufficient knowledge and skills in this area? How could you expand your understanding?
- How might you involve youth in co-creating an inclusive environment?
- What small, immediate changes could you start with to build momentum for long-term diversity and inclusion goals?



Civil Connections  
Building robust communities



| ACTION PLAN   |   |
|---|---|
| <b>Problem</b><br>What do I/we want to solve with my problem? | <b>Planning</b><br>What do I/we do? Concrete steps?                           |
| <br>  | <br>  |
| <b>Action</b><br>What will I/we do?                           | <b>Time</b><br>When do I/we do it - Time plan and start date                  |
| <br>  | <br>  |
| <b>How do the actions affect things positively</b>            | <b>Tools and resources</b><br>What and who do I/we need to support my action? |
| <br>  | <br>  |
| <b>Can it affect other things negatively for me or others</b> | <b>Evaluation</b><br>How and when do I/we see if it has made a difference?    |
| <br>  | <br>  |

Want to know more about it? Check out these other action plans:

