

# Inclusive Practices Action Plan



## Define the Problem:

What problem have you noticed in your work that could be alleviated if more inclusive practices were considered?



## Collect and Analyze Data:

What data do you have that could show the problem? Data could be enrollment numbers, survey results, or student and faculty feedback.



## Clarify the Problem:

When you view the problem through the data does the problem become clearer? Do you notice a different problem that you didn't anticipate?



## Write a Goal for a Solution:

What are some ways that you could tackle the problem? If the problem is addressed, what do you envision as the end result?



## Implement Solution(s):

What changes do you need to make in order to solve the problem or reach your goal?



## Monitor and Evaluate:

Keep an eye on your data going forward. Over time can you tell if the solution is working? Is there another deeper problem that needs to be addressed?

Using the prompts below think of one process or practice (the “problem”) that could be made more inclusive:

**What process or practice can be addressed?**

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**What data do I have? Where can I find data?**

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Now, using the bullet points above start your action plan:

- 1. Clarify the problem:** After looking at your problem through the data you have, does it still appear to be a problem? How so? What story is the data telling you about the problem?
  
- 2. Write a goal for a solution:** What needs to happen to get where you want to be? EX: If you want to offer more programs to non-traditional destinations in order to attract more diverse students, what steps do you need to take to make that happen?

