Design Team Action Plan – Create Actions Appropriate for Local, Regional and National Perspectives

Team Project Design Title: DIRY (Deconstructing Institutionalized Racism Within the YWCA)					
Initiative or Idea description: Use technology to advance racial justice programming					
Strategies/Ideas	**Actions Needed to**	**Person**	**Time**	**Results/Outcomes**	**Comments**
1	Recruitment tools	Reg. Dir/HR reps.		Develop creative ideas to recruit under-represented populations	Increase comm.. awareness
2	Network w/all other YWCAs for internal promotions	Bus. Off./HR, Kintera, CEO, Board	Ongoing	Keep those emp. Of YW still connected in the YW. Enhance recruitment efforts	
3	Recruitment Firm/Headhunters	Bus. Off./HR, Kintera, CEO, Board	Ongoing		
4	Staff development	HR, CEO, Board, all supervisors	Ongoing	Increase knowledge/skill level; prof. growth, retention	
5	Increase evals. For staff in relation to RJ	Every Assoc	FY 07	Distinguish between diversity/multi-cultural training vs. RJ	
6	At least 1 goal for every prog. Related to RJ	Every employee	FY 07	Evals. designed w/focus on RJ	
7	Mandatory training within 90 days of hire/involvement for staff/vol./board	HR or RJ, whomever hires	Immediate by Sept. 06	Standardized eval. w/focus on RJ	
1	Pre & post training online self assessment surveys	Consultant Existing Staff Internal & external design team	2007	Staff can measurably define racism, privilege, increased productivity, goal oriented, define dynamics of privilege, staff nationwide has a common starting place.	
2	Develop a list of reading materials, definitions to be available on-line	IT Dept.; Reg. staff, RJ staff	2006	Readily available access to supplemental mat. Training Tool. Links to other resources.	
3	Mechanism for sharing info. on best practices/programs	All YWCA staff & board	June 2006	Help desk @ reg. level; National RJ staff person: Resource room or computer dedicated to this.	

4	Develop on-line start-up curr. On RJ for staff, board & vol.	Natl. standing comm.. , board & staff, RJ Reg. Staff	2007	Consistent knowledge base. Consistent mess. From YWCA. Distinguish between diversity/multi-cultural training vs. RJ training.	