**Worksheet for Increasing Organizational Inclusion and Affirmation to Support Positive Youth Development**

Presented by Katherine E Soule (Twitter @ke\_soule)

7.17.2020

**Session Objectives:**

* Explore the Socio-Ecological Model (SEM) as an organizational change framework
* Identify barriers and challenges in their organization to implementing this framework, across the varying levels of influence
* Identify areas of strength and celebrate successes, across the varying levels of influence
* Identify Action Items at each level of influence, including smart objectives and action leaders

**Notes on Defining the Work:**

**Notes on Defining the Moment:**

**Notes on Socio-Ecological Model Framework:**

**My Action Steps:**

1. To improve my knowledge and skills, I will \_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. To expand my professional and social networks, I will \_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. To increase affirming environments and ethos where I work, I will \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. To support positive cultural values and norms, I will \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_
5. To support improved public policy, I will \_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Areas of Greatest Impact:**

1. I will support policy improvements by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. I will support system improvements by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. I will support environmental improvements by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Next Steps: SWOT Analysis (Example)**

|  |  |
| --- | --- |
| Strengths | Weaknesses |
| * Established commitment to inclusion & diversity * Existing non-discrimination statement * Investment in professional development opportunities * Existing Principles of Community * Establishment of an Inclusion & Affirmation Committee * Existing FAQs to support personnel and volunteers | * Lack of knowledge about how many LGBTQ+ folks participate in programming * Absence of publicly “out” role models in the organization and our communities * No formal training for staff and volunteers * Lack of funding to support training needs * Efforts are not consistent across all program areas/units |
| Opportunities | Threats |
| * Existing state and federal legislation * Existing partnerships with other youth-serving, community-based organizations, and states can be increased to improve efforts * Grant funding opportunities * Working with large 4-H alumni populations * Working with strategic communication services to improve messaging | * Enrollment systems and effort reporting software limits gender/sex categories * Potential to increase inequities, barriers, and conflicts * Potential to alienate stakeholders * Potential to increase harm to communities working to support * Potential impacts on existing funding * Implementation without administrative support |

**Complete Organizational SWOT**

|  |  |
| --- | --- |
| Strengths | Weaknesses |
| * List your organizational strengths related to inclusion & affirmation | * List your organizational weaknesses related to inclusion & affirmation |
| Opportunities | Threats |
| * List external opportunities that could improve your organizations’ inclusion and affirmation | * List external threats that could negatively impact your organizations’ inclusion and affirmation |

**Next Steps: Develop Action Items for each Level of Influence**

* Identify Action Leader: Identify Action Item (Individual LOI)
* Identify Action Leader: Identify Action Item (Interpersonal LOI)
* Identify Action Leader: Identify Action Item (Organizational LOI)
* Identify Action Leader: Identify Action Item (Community LOI)
* Identify Action Leader: Identify Action Item (Public Policy LOI)

**Next Steps: Develop SMART Objectives for All Action Items**

Example:

* Specific: Increase diversity of Board Members by race/ethnicity
* Measurable: Addition of at least 2 people of color
* Attainable: Discuss if we can we do this.
* Relevant: Discuss why is it important that we do this.
* Time-bound: By December 2020

**Next Steps: Evaluation & Reflection**

Keep track of organizational progress for each SMART Objective (quarterly; annual basis)

* + What has been accomplished?
  + What has not? What are the barriers impacting our ability to complete these efforts? How do we overcome those barriers
  + Are we seeing the results/impacts that we anticipated? If not, how can we modify our action items and SMART objectives for improvement.
  + What’s Next?