**GOAL PRIORITIZATION WORKSHEET**

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|  | **Most impactful** | **Most feasible** |
| **TRAINING:** Develop and test a comprehensive curriculum the helps participants to develop competencies in the core pillars of inclusion, diversity, and equity. |  |  |
| **TRAINING:** Roll out relevant modules in curriculum to staff in leadership positions and evaluate results. |  |  |
| **TRAINING:** Develop a strategy to provide competency development for all staff. |  |  |
| **RECRUITING:** Identify targeted populations for recruitment, and identify barriers to recruitment related to those populations. |  |  |
| **RECRUITING:** Identify and test innovative approaches to recruiting targeted populations and evaluate results. |  |  |
| **RECRUITING:** Integrate high impact approaches into ongoing recruitment efforts. |  |  |
| **UNLEARNING/LEARNING**: Conduct an inclusion survey to identify issues and challenges in the department that have implications for learning/unlearning. |  |  |
| **UNLEARNING/LEARNING**: Develop a set of recommendations for addressing issues and challenges from the survey. |  |  |
| **SUSTAINING/RETAINING**: Create and implement specific programs that will improve the climate for under-represented groups while improving the climate for all staff. |  |  |
| **SUSTAINING/RETAINING**: Develop and implement a mentoring program. |  |  |
| **SUSTAINING/RETAINING**: Identify ways to link pioneers to people and events in the broader campus and Madison area. |  |  |
| **TRACKING**: Identify key metrics that can be used to monitor progress related to inclusion, diversity, and equity. |  |  |
| **TRACKING**: Test metrics across a relevant performance cycle (annual, semi-yearly, quarterly, etc.) |  |  |
| **TRACKING**: Develop dashboard to visually communicate results of initiatives. |  |  |