

Diversity, Equity, Inclusion & Accessibility

Effective DEIA plans utilize each component to make the others more effective.

- *Diversity* refers to the variety of differences found in a group.
- *Equity* is the work to ensure that policies and practices prevent identity from inhibiting opportunities and outcomes.
- *Inclusion* is the set of behaviors that impacts and enables the work of the team.
- *Accessibility* refers to the degree to which individuals are able to access spaces and resources.

Diversity, Equity, Inclusion & Accessibility: Getting Started on Your Plan

1. Identify your team: Identify stakeholders, subject matter experts, and whose expertise and experience might be missing.
2. Align around your “why”, goals and intended outcomes: Determine how a well implemented plan will contribute to the success of the project or program.
3. Research and involve the communities impacted by the work: This includes community members and the workforce.
4. Leverage SMARTIE goals to check and adjust work: Goals should be Specific, Measurable, Attainable, Relevant, Time-Bound, Inclusive, and Equitable.

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It can be done