

Goal Setting – Think It Through

This worksheet aims to assist different campus stakeholder groups and functional areas in identifying goals and needs that support your campus's Equity by Design efforts.

Reflection Questions:

1. From your perspective and/or functional area, what is the opportunity or challenge(s) you need to address to support EbD efforts and closing equity gaps?
2. At what level does the opportunity or challenge exist? (*Individual-level, program-level, department-level, institution-level, etc.*). Also, recognizing there may be multiple cross-level considerations.
3. What are you trying to accomplish? *Start with developing 1-2 SMART goals. At a later point, you may be able to expand and consider developing additional goals.*
 - 1) _____
 - 2) _____
4. Are your goals short- or long-term? (*Short-term = 3 to 6 months; Long-term = 1 to 2 years; Longer term = 3 to 5 years*).
5. Are you starting with goals in areas where you've identified potential strengths and opportunities? *Think back to the SWOT analysis.*

6. What is a specific change in policy, process, procedure, practice, and/or pedagogy that could help produce more equitable outcomes? What will help you realize your goal(s)?

7. How will your proposed solution address root causes and advance systemic change?
It is okay if your goals are at the individual level. Take time to reflect on how your goal ties to the bigger picture of advancing toward more equitable outcomes in your sphere of influence? And in terms of larger scale Equity 2030 aims?

8. How is your functional area, job, or role tied to realizing the goal(s) outlined above? Do you have the “authority” or are you empowered to act? With whom might you need to partner?

9. What do you need in order to solidify your next steps and develop strategies, and who else needs to be engaged/involved?



Goal Setting – Campus Way Forward

This activity aims to assist campuses with identifying larger collective goals for their campus Equity by Design (EbD) efforts.

Guiding Questions:

1. To begin, each member shares one goal that they identified during the functional area breakout. After everyone has an opportunity to share, collectively reflect on the following questions:
 - a. Are there any themes emerging amongst your campus team or across various stakeholder groups?
 - b. Are there one to two (1-2) larger or collective goals that your campus EbD team could build consensus around?

2. After thinking about some potential larger or collective goals, identify the next 3-5 steps you need to take in order to solidify these goals and develop potential strategies and actions. Be sure to include timeline for each step and identify who is responsible.
 - 1) _____
 - 2) _____
 - 3) _____
 - 4) _____
 - 5) _____

3. Who will lead or facilitate the EbD goal setting process for your team or campus?

Reflection: If you are unable to determine a way forward, what is missing that is preventing your group from developing potential goals and strategies? What needs to happen to make progress and who will lead or facilitate the effort to move forward?