

- In which categories do significant problems appear to be concentrated?

- In which categories do respondents clearly articulate significant problems and provide realistic solutions to problems?

- In which categories do you find that internal stakeholders have the most interest in working?

Write down the categories that show up multiple times in the answers to the questions listed above.

Using the example below as a model, discuss and record the different themes/issues that you uncovered.

Sample Category: Programs and Constituents.

Sample Issues (for Programs and Constituents):

- *Our community is 10 percent Asian American and Asian Americans are the fastest growing racial/ethnic group, yet fewer than 2 percent of our constituents are Asian American.*

- *African American and Latino community members are generally knowledgeable about our work but Asian Americans generally are not.*
- *Many Latino clients have had negative experiences with our organization, particularly monolingual Spanish speakers.*
- *Latino board members do not feel that the program staff has awareness of the needs of diverse Latino communities (note: this could also come up in the “Personnel” category).*

The different categories and issues you discovered

Category:
Issues:

Category:
Issues:

Category:
Issues:

Category:
Issues:

Category:
Issues:

After completing the exercise above, discuss the findings and narrow the list of categories to two to four:

- Do what's realistic — most organizations cannot sustain more than a few major changes at a time.
- Try to do some internal work and some external work.
- Have patience.
- Prioritize things for which there is a lot of energy and enthusiasm.
- Play to your strengths as well as your challenges.

Record your final decision regarding the two to four categories that your organization will focus on in your inclusiveness blueprint:

Name of Organization _____

Date Worksheet Completed _____