

# NCAN's DEI Action Plan

## External DEI Plan

**Strategy 1: Amplify the diversity of voices, perspectives, and identities represented among NCAN members across engagement opportunities and in NCAN policies, and practices:**

**Initiative 1A: Ensure a diverse representation of members when seeking feedback and offering engagement opportunities (e.g., focus groups, user testing, media opportunities, etc.)**

**Initiative 1B: Ensure that the speakers/leaders NCAN elevates, such as plenary speakers, champion awardees, etc. represent the diversity of voices among NCAN members and align with NCAN's DEI goals and vision**

**Initiative 1C: Broaden the diversity of members and leaders engaged with NCAN and at NCAN events (executive leaders group, advocacy training participants, etc.)**

**Strategy 2: Refine and align external facing communications and key messages to incorporate a DEI lens and perspective, to directly address race and racial issues, and to reflect NCAN's DEI vision:**

**Initiative 2A: Finalize and share NCAN style guide with members as a resource**

**Initiative 2B: Determine how to call out race-based equity through our mission, values, and various communication channels**

**Initiative 2C: Include race-based equity language in policy positions**

**Strategy 3: Provide leadership to the NCAN network and member organizations to assess and track their own DEI needs, strengths, and opportunities and to implement systematic data collection processes to support DEI:**

**Initiative 3A: Facilitate the development and implementation of curricula, tools, and opportunities for learning to be shared among members based on their expressed needs in the areas of DEI**

**Initiative 3B: Foster inclusive practices and culture at NCAN network events**

**Initiative 3C: Foster fundraising and partnerships that support DEI capacity building in our member network**

## Internal DEI Plan

<b>Strategy 1: Ensure that NCAN's organizational culture equitably incorporates, supports and leverages the diversity of staff cultures, identities, and workstyles:</b>
<b>Initiative 1A: Develop and foster an inclusive work culture at NCAN</b>
<b>Initiative 1B: Develop and maintain inclusive and equitable practices for human resources and talent management, including in recruitment, hiring, onboarding, and supervision</b>
<b>Initiative 1C: Use a DEI lens to review and revise NCAN's approaches and materials for internal and external communications</b>
<b>Strategy 2: NCAN's staff continuously engages in professional development to support their diverse needs and career paths and to build individual and collective capacity for contributing to and supporting an inclusive and equitable organizational culture:</b>
<b>Initiative 2A: Enhance staff professional development and career growth opportunities at NCAN</b>
<b>Initiative 2B: Enhance staff capacity and skills for diversity, equity, and inclusion at NCAN</b>