

## Re-Envisioning Organizational Culture by Centering Equity and Staff Voices

### Why?

*Why are you pursuing change? Do you have specific feedback or data to support your “why?” If you do not, how will you collect feedback or data to drive your “why?”*



### Who?

*List the stakeholders involved. Whose voices are not currently at the table? What unique perspectives will they provide?*



### How?

*How can you effectively engage these diverse voices? Determine techniques you will employ to empower the diverse voices.*



### What?

*Identify how you will follow through with this feedback. Determine your next steps and how you will evaluate success. Remember, this work is a journey and there is no finish line.*