



Anti-Racism Anti-Oppression Plan

ARAO Phase I Process

Commitment to diversity, equity, and inclusion in organization's strategic plan



Establish staff/board steering committee to liaise with ARAO consultant

Engage subject matter expert (ARAO consultant)

Focus groups with staff, board, management, community partners, and ARAO committee

Trainings with staff, board, and ARAO committee

Opportunities to speak with ARAO consultant about findings, report, and action plan

Organization is ready for Phase II



Leadership from staff ARAO Committee in identifying areas of programming and operations where ARAO lens could improve outcomes

Review existing policies, procedures, and process

Key informant interviews with subject experts in the local community

confidential staff and board surveys

client questionnaire

Summary ARAO report

ARAO Action Plan

Adoption of the ARAO Strategic Priorities by the Board of Directors and commitment to next phases of implementation in the ARAO Action Plan

