

Sustaining Phase

Goals

- Assess what is working and what needs to be modified
- Revise current processes and programs based on careful data analysis
- Remind stakeholders at every level that DEI initiative is critical to organizational success and organization's commitment to sustainability
- Reinforce organization's ability to be proactive and agile as change occur
- Identify persistent barriers and enablers to the DEI initiative
- Minimize burnout

Actions

- Conduct an annual review of all DEI related programs
- Ensure that DEI goals become part of the culture and therefore are measured (Example: training and organizational development activities and DEI related questions are included in volunteer engagement surveys)
- Recruit new members to the DEI Committee and allow existing members to rotate off committee
- Continue to listen, learn and lead