

Equity, Diversity and Inclusion (EDI) Action Plan

This EDI Action Plan is designed to assist your organization's efforts in committing to equity, diversity and inclusion and building and implementing a long-term strategy. The action items are listed in a particular order to help you assess what work needs to be done first, and where to move onto next once you've completed a particular action.

1. Discuss why and in what ways it would benefit your local organization and members to commit time and energy to prioritizing equity, diversity and inclusion (EDI) efforts.
2. Set a meeting with your leadership, coaches and volunteers to determine your organization's EDI goals. Without collective investment and involvement, EDI efforts are unlikely to move forward smoothly.
 - a. Consider sending out surveys, conducting focus groups, taking polls or using other means to gather feedback and measure their understanding and appreciation of EDI issues before the meeting.
3. Publicize your commitment to EDI in a statement, policy or strategic plan that's visible for your community to see. Incorporating EDI into your organization's overall mission helps hold you accountable to your goals and allows folks to see you are striving for an equitable, diverse and inclusive environment.
4. Put together a plan to collect, monitor and evaluate demographic data of your participants to better understand the gender identity and the racial and ethnic makeup of your players. Compare the data to the demographics of your community to determine what groups are underrepresented and where to prioritize your initial efforts.
5. Empower members of your leadership to hold everyone accountable to meeting the EDI commitments related to their organizational responsibility (coach training, budgeting, outreach, etc.). ***If possible, have two people carry out this role.*** Additionally, encourage all members of your organization to [educate themselves on their own](#) regarding cultural and societal issues important to your community in order to better meet the community's needs.
6. Review your organization's budget to determine how you can set aside funds for short-term and long-term EDI efforts. Consider how this impacts other areas of your budget and discuss ways to reprioritize existing funding to reach your EDI goals.
 - a. Be creative in redirecting funding and take into account programs and efforts that may support multiple goals or objectives.
7. Determine ways to diversify your staff and volunteers. Staff and volunteers serve as critical role models and mentors, especially for youth. Evaluate how to recruit more black, indigenous and people of color (BIPOC) and LGBTQIA+ individuals as staff or volunteers to ensure your program representatives reflect the diversity of the community you serve and/or the diverse ultimate program you are seeking to build.
8. Develop a plan to identify and contact community leaders, after-school programs and youth organizations to determine how to bring ultimate to local diverse communities.
9. Assemble a small task-force with leadership, coach, volunteer and player representatives to annually review the results and impact of your EDI initiatives. Use their feedback and suggestions to make any necessary adjustments as you plan to improve in the coming years and develop a long-term strategic commitment to EDI at all levels in your organization.