

**Diversity Project
ACTION PLAN
April 1, 2018 – March 31, 2019**

Objectives	Activities	Lead	Timelines	Resources Required	Outputs
A) Increase the capacity of THN Members to have skillful, meaningful conversations about difficult topics.	<ol style="list-style-type: none"> 1. Draft framework for pilot training initiative. 2. Identify potential consultants to develop and deliver the training. 3. Present pilot training framework and activities to DPWG. 4. Select then work with consultant hired to develop and deliver the training. 5. Hire consultant to develop and deliver the training. 6. Recruit pilot training initiative participants. 7. Receive updates on training implementation. 8. Receive updates on assessment of organizational needs and priorities. 9. Initiate agenda planning for Forum 10. Initiate logistics planning for Forum. 	<ol style="list-style-type: none"> 1. Diversity Project Working Group (DPWG) Sub-committee (SC) 2. DPWG SC 3. DPWG SC 4. DPWG SC 5. THN Director 6. DPWG SC/ THN Staff 7. DPWG 8. DPWG 9. DPWG SC 10. THN Staff 	<ol style="list-style-type: none"> 1. Jun 2018 2. Jun – Jul 2018 3. Jul 2018 4. Aug 2018 – Jan 2019 5. Aug 2018 6. Aug – Sept 2018 7. Oct 2018 – Jan 2019 8. Oct 2018 – Jan 2019 9. Jan/Feb 2019 10. Jan/Feb 2019 	<ul style="list-style-type: none"> • DPWG member time • DPWG SC member time • Money for training consultant 	<ul style="list-style-type: none"> • Pilot training framework • Training materials and tools • Forum topics and agenda
B) Facilitate preparation of a	<ol style="list-style-type: none"> 1. Contact OHTN to conduct literature review. 	<ol style="list-style-type: none"> 1. THN Director 	<ol style="list-style-type: none"> 1. Oct 2018 	<ul style="list-style-type: none"> • DPWG member 	<ul style="list-style-type: none"> • Literature review

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literature review on the outcomes of related capacity building.	<ol style="list-style-type: none"> 2. Develop scope and related requirements for literature review in collaboration with OHTN. 3. Disseminate and discuss literature review findings with THN Members. 4. Determine next steps for outcomes from literature review. 	<ol style="list-style-type: none"> 2. DPWG 3. THN Director 4. DPWG 	<ol style="list-style-type: none"> 2. Oct 2018 3. Dec 2018 4. Jan 2019 	<ul style="list-style-type: none"> time • OHTN Evidence-Based Practice Unit 	
C) Develop a toolkit of assessment and capacity building resources (existing and new) to assist member agencies regarding ARAO, GIPA/MIPA and Cultural Competency.	<ol style="list-style-type: none"> 1. Request from THN members assessment and capacity building resources regarding ARAO, GIPA/MIPA and Cultural Competency that they use or are aware of. 2. Identify resource gaps, if any. 3. Monitor 2018-2019 Pilot Training Initiative for additional resources. 	<ol style="list-style-type: none"> 1. THN Staff 2. THN Staff 3. THN Staff 	<ol style="list-style-type: none"> 1. Sept 2018 2. Nov 2018 3. Dec 2018 – Mar 2019 	<ul style="list-style-type: none"> • THN Staff time 	<ul style="list-style-type: none"> • Inventory of assessment and capacity building resources regarding ARAO, GIPA/MIPA and Cultural Competency

Framework for Pilot Training Initiative

Goals	Approach	Expectations/ Other
<ol style="list-style-type: none"> 1. Increase capacity of individuals, organizations and sector related to having conversations about difficult topics. 2. Create standardized tools and approaches for enhancing access and inclusion in organizations. 3. Embed meaningful change in organizations. 4. Nurture self-care in organizations. 	<ul style="list-style-type: none"> • Initiative to have 3 components: (1) training; (2) assessment of organization needs and priorities; and (3) Forum. • Explore non-violent communication approach. <ol style="list-style-type: none"> 1. Mixed organizations <ol style="list-style-type: none"> a) 5 – 8 organizations. b) Facilitated ½ day training with approximately 15 participants each. c) 3 trainings with participants from different organizations. d) Participants should be staff with structural authority to support organizational change, front-line staff and Peers. 2. Single organizations <ol style="list-style-type: none"> a) Open call to participate. b) Facilitated ½ day training with all staff. c) 3 trainings with 3 different organizations 3. Preparatory work required (articles, webinar etc.). 4. Participants to identify what difficult topics are most important for individual agency and what nuances might be relevant to be attentive to. 	<ol style="list-style-type: none"> 1. Participants to apply new skills to the specific agency needs identified. 2. Agencies will be invited to share their priorities and needs to further inform final agenda and discussion at the Forum. 3. Agencies will be invited to attend Forum planning meetings. 4. Agencies will be invited to share/report back on skills building and any applications within their organization. 5. Organizational commitment required: <ul style="list-style-type: none"> ○ Participate in all 3 components of the initiative: (1) training; (2) assessment of organization needs and priorities; and (3) Forum. ○ Designate staff to attend training. ○ Complete meaningful organizational assessment. ○ Support staff to present information/ train other staff. ○ Participate in debrief session with other trained agencies. ○ Support staff to participate in Forum.