



2024 STRATEGY + GOALS

Goal #1:

Create a shared vocabulary and understanding
of core DEBI concepts across TGG/SAGE/JBG

Strategy	Date(s)	Purpose/Principles	Dependencies/ Resources Required
Quarterly Webex sessions to report progress	March, June, September, December	Transparency, accountability, and accessibility	2 hours per quarter –1 hour preparation, 1 hour to host session
Employee DEBI survey	June 2024	Curiosity, developing baseline, determining where growth needs to happen	Collaboration w/HR, time to develop survey questions, team member participation in survey
Facilitate quarterly Webex conversations with EDs on DEBI topics	February, May, August, November	Learning & development, fostering dialogue, increasing comfort level with DEBI concepts, supporting communities	Prep time to research/prepare 30-minute presentation on DEBI topic, 1 hour session total to present and facilitate Q&R/conversation
Process to analyze retention reports by demographic data	April 2024	Curiosity, inclusion, equity, belong, transparency, radical welcome	Data availability, technical abilities



2024 STRATEGY + GOALS

Goal #2:

Model inclusion by creating structures and processes that allow all team members to participate and contribute to DEBI goals through both top-down and bottom-up strategies

Strategy	Date(s)	Purpose/Principles	Dependencies/ Resources Required
DEBI page on TGG website	End of January 2024	Transparency, commitment, inclusion, opportunity to participate	Collaboration w/Marketing, executive leadership buy in
News Wrap section on DEBI	February: kick off Black History Month	Transparency, commitment, diversity, inclusion	Collaboration w/Marketing, ongoing development of content
DEI focused questions on annual employee survey	November 2024	Transparency, commitment, inclusion, belonging	Collaboration w/HR, time to develop questions and assess data
Shared email address for submitting ideas	End of January 2024 (in tandem with webpage launch)	Transparency, commitment, open dialogue, inclusion, curiosity	Ongoing monitoring of inbox and response to those who submit ideas (templates that can be personalized)



2024 STRATEGY + GOALS

Goal #3:

Provide DEBI resources, tools, and communications to all staff to foster dialogue, inclusive behaviors, and a sense of belonging for all

Strategy	Date(s)	Purpose/Principles	Dependencies/ Resources Required
Publish and share calendar of monthly celebration days	Fall 2023 (calendar development), January-December 2024	Commitment, transparency, joy, curiosity, inclusion, belonging	Cross-departmental collaboration (PS scripts, GiGi TV, Marketing, Life Enrichment), calendar developed in last quarter of 2023, ongoing reminders of observation days/months
Integrate DEBI messaging into daily Platinum Service scripts 50% of Feel Good Friday to educate about and celebrate marginalized groups.	Launch January 2024	Commitment, transparency, joy, curiosity, inclusion, belonging, education, growth	Time to develop scripts, commitment of Platinum Service presenters in participating
Monthly DEBI/Well-being Newsletter	September 2024 launch	Commitment, joy, curiosity, inclusion, belonging, well being	Collaboration w/Well-being Committee and Marketing, monthly development and deployment of content
Accessible Sharepoint library of DEBI resources and tools	September 2024 launch	Commitment, transparency, growth, curiosity, inclusion, belonging, support for communities	Collaboration w/IT to create digital space, time to add resources and tools, "owner" of content management
All Staff meeting/Townhall to educate/foster dialogue	September 2024	Commitment, transparency, growth, curiosity, inclusion, belonging, equity, compassion	Executive leadership buy in, preparation time, possibly bring in consultant



2024 STRATEGY + GOALS

Goal #4:

Build a foundation and understanding for
future hiring and leadership goals

Strategy	Date(s)	Purpose/Principles	Dependencies/ Resources Required
Report outlining the business case behind diverse leadership	September 2024	Transparency, learning & development, growth, leadership buy in	Time to research, write, and present report
Create structure for equitable hiring processes	October to December 2024	Diversity, equity, commitment, growth	Executive leadership buy in and openness to pursuit of this goal. Collaboration w/HR, hiring managers. Time to train and create tools for equitable hiring practices. Time to assess effectiveness of practices.