



## Step 2: Girls on the Run IDEA Readiness Matrix

**Purpose:** Becoming a more inclusive, diverse, equitable and accessible organization is an ongoing journey. This matrix is designed to support councils in prioritizing how and where to embed IDEA more fully into council operations. This is continuous work that involves ongoing curiosity, commitment and conversation. This exercise can help bring to light areas where your council is successfully addressing IDEA and where opportunities exist. To begin:

1. With your board and staff, review and discuss each “Idea Focus Area.” Determine the “Readiness Stage” that you believe most closely describes your council’s current state and write that in the blank space provided.
2. Use the indicators provided as a guide to map a path toward progress as you embed IDEA goals and outcomes into your strategic plan.

IDEA Focus Areas	Stages of Readiness			
	Stage 1	Stage 2	Stage 3	Stage 4
<b>IDEA Strategic Imperatives</b>  <b>Assessment of Readiness:</b>  _____	Our board and staff have not yet reviewed and discussed the IDEA Strategic Imperatives	Our board and staff have reviewed the IDEA Strategic Imperatives and discussed ways to create a more inclusive, diverse, equitable and accessible organization.  <i>i.e.: committing to recruiting a more diverse board or coaching pool.</i>	Our council has developed specific IDEA initiatives and they are embedded into our strategic plan. We are monitoring outcomes and communicate progress with our constituents.  <i>i.e.: IDEA updates on your council website, community forums, annual report.</i>	Our board and staff fully embrace IDEA. We have seen success in past initiatives and IDEA is embedded in our organizational culture.  <i>i.e.: phasing out initiatives which no longer serve a purpose.</i>
<b>Scholarships and Resource Assistance</b>  <b>Assessment of Readiness:</b>  _____	Our council provides scholarships when possible, but our scholarship rate does not mirror our community’s SES status.	Our scholarship rate mirrors the SES status of our community.	Our scholarship rate mirrors the SES status of our community, and we provide participants with additional resources as needed to ensure their full participation in the program (i.e., shoes, hijabs, sports bras, etc.)	We have a robust long-range financial strategy in place to ensure we can continually provide scholarships that mirror the SES status of our community.

<p><b>Transportation</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>We are aware that transportation is a participation barrier but have not developed any strategies to enhance access.</p>	<p>We are aware that transportation is a barrier to participation and are addressing it in a limited way (i.e., strategic site selection, transportation for 5K or specific sites, etc.)</p>	<p>We are addressing transportation barriers systematically through program operations and partnerships.</p>	<p>We are systematically addressing transportation barriers and measuring and evaluating practices to ensure successful outcomes.</p>
<p><b>Reach</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>Site locations are determined solely by site interest.</p>	<p>We have a site growth plan that ensures diverse site representation throughout the community.</p>	<p>We have a robust and diverse site growth plan that includes both community and school-based sites in areas of greatest need.</p>	<p>Our council site saturation rate reflects equitable representation throughout our council territory and in areas of greatest need.</p>
<p><b>Language Services</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>We currently utilize HQ translation resources when needed, but we do not customize the service.</p>	<p>We utilize HQ translation resources and customize services as needed.</p>	<p>We provide translation resources in more than one language to meet our community's needs.</p>	<p>We provide translation resources in multiple languages and have intentionally hired bilingual staff available to support families and coaches</p>
<p><b>Accommodations/ Modifications</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>We utilize the accessibility modifications provided in the GOTR and Heart and Sole curriculum as needed.</p>	<p>We are currently researching services and resources to expand our accommodations for participants, families, volunteers, and staff.</p>	<p>We have community partnerships that help us meet participant, family, volunteer, and staff accommodations if possible.</p>	<p>We can meet all accommodation needs for participants, families, volunteers and staff as they arise, resulting in an increase in diverse participation.</p>
<p><b>Community Building</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>We understand the importance of building relationships with diverse communities but do not have a plan in place or the resources to initiate.</p>	<p>We have a marketing and outreach plan to build relationships with diverse communities and have had limited success.</p>	<p>We are actively building positive relationships within and across multiple diverse communities</p>	<p>We are recognized as a leader in our community in listening and collaborating with diverse communities.</p>

<p><b>Participant Representation</b></p> <p><b>Assessment of Readiness:</b></p> <p>_____</p>	<p>We review race/ethnicity data to better understand the diversity make up of our community and participant base but have not measured to our community.</p>	<p>We measure participant demographics to our community but are not yet close to mirroring our community demographics.</p>	<p>Our participant diversity, as measured by the Mission Advancement Markers, is within +/- 8% of the community ratio</p>	<p>Our participant diversity as measured by the Mission Advancement Markers, is within +/- 3% of the community ratio.</p>
<p><b>Coach Representation</b></p> <p><b>Assessment of Readiness:</b></p> <p>_____</p>	<p>We review race/ethnicity data to better understand the diversity make up of our community and coach base but have not established goals.</p>	<p>We have established goals and our coaches racial and ethnic diversity has improved in the last two years.</p>	<p>Our coach diversity demographic is within 10% of the community demographic ratio.</p>	<p>Our coach diversity demographic is within 5% of community demographic ratio.</p>
<p><b>Board Representation</b></p> <p><b>Assessment of Readiness:</b></p> <p>_____</p>	<p>We review race/ethnicity data to better understand the diversity make up of our community but do not have a plan in place to intentionally recruit diverse board members.</p>	<p>We review race/ethnicity data to better understand the diversity make up of our community and have a plan in place to intentionally recruit diverse board members.</p>	<p>Our board members somewhat mirror the diversity of our community.</p>	<p>Our board members mirror the diversity of our community.</p>
<p><b>Staff Recruitment and Belonging Efforts</b></p> <p><b>Assessment of Readiness:</b></p> <p>_____</p>	<p>We don't currently have any strategic staff recruitment policies or resources to help ensure a diverse applicant pool and hiring process.</p>	<p>We utilize strategic staff recruitment resources that ensure an applicant pool that represents our council demographic data. We have a hiring process that eliminates bias.</p>	<p>We have increased the diversity of our staff and are working to provide resources that create a culture of belonging.</p>	<p>Our council participates in multiple support systems that create a culture of belonging. Staff satisfaction is measured and validates culture is welcoming to all.</p>

<p><b>Diverse Representation</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>Our council is currently focusing on race and ethnicity as our main diversity indicators.</p>	<p>Our council considers other forms of diversity such as gender, sexual orientation, religion, immigration status, etc. when seeking to be diverse and inclusive.</p>	<p>Our staff and board are actively engaging in conversations and learning on multiple diversity issues (i.e., LGBTQIA+, gender fluidity, disabilities, etc.) and have made changes to better serve a wide range of diverse needs.</p>	<p>Our council can provide the necessary support and resources for multiple diverse communities within our community. Participants, volunteers and staff have what they need to ensure a meaningful and engaging experience with our program.</p>
<p><b>Retention</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>Our council does not currently utilize participant, volunteer or staff retention data in planning.</p>	<p>Our strategic plan includes retention strategies informed by our data.</p>	<p>Our council disaggregates retention data to prioritize inclusion strategies and tactics.</p>	<p>Inclusion strategies and tactics have led to season over season improvement in our retention rates.</p>
<p><b>IDEA Awareness and Education</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>Our staff and board have not participated in any internal or external IDEA training.</p>	<p>Some of our staff and board have participated in IDEA trainings.</p>	<p>All staff and most board members have participated in IDEA trainings which have resulted in new ideas and measurable action steps.</p>	<p>All council staff and board members regularly participate in IDEA related trainings and this knowledge has positively impacted our outcomes.</p>
<p><b>Community Engagement and Partnerships</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>We have a standard plan for soliciting partners, sponsors and donors that does not account for diversity.</p>	<p>We are actively working to develop a partnership strategy to engage diverse communities throughout our council.</p> <p><i>i.e.: determining how to make fundraising events accessible to and interesting for diverse members of our community.</i></p>	<p>Our council makes a concerted effort to solicit partners, sponsors and donors from diverse communities and has had limited success.</p>	<p>Our council has successfully engaged partners, sponsors and donors from diverse communities within our council territory</p> <p><i>i.e.: our sponsors and partners are based in all the communities we serve.</i></p>

<p><b>Budget and Funding</b></p> <p><b>Assessment of Readiness:</b></p> <hr/>	<p>We do not allocate specific costs toward IDEA initiatives other than scholarships.</p>	<p>We have budgeted expenses towards some IDEA initiatives (i.e., training; recruitment; translations)</p>	<p>We actively seek funding from sponsors/grantors to advance multiple IDEA strategies and outcomes.</p>	<p>Our council invests in and intentionally spends money at minority led/owned businesses and organizations.</p>
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