**Step 3: Taking Action on IDEA:**

**Questions and Prompts to Get Started**

1. If someone were to make assumptions about our organizational values based on our participants, volunteers, board, and staff composition what would they likely be?
2. Are our board and staff fully apprised of our IDEA Statement and Strategic Imperatives?
3. Can our board and staff articulate our goals and progress toward creating an inclusive, diverse, equitable and accessible organization?
4. Has our board and staff created ongoing space for conversations around IDEA concepts, strategy and initiatives?
5. Is the community we serve aware of our organizational commitment to IDEA?
6. What is our board and staff doing to cultivate a deeper understanding of the communities we serve? How are we engaging and responding to their perspective, feedback and priorities?
7. What barriers, systems or assumptions (intentional or unintentional) exist that impede our progress toward being an inclusive, diverse, equitable and accessible organization?
8. If our board and staff were to make a deeper commitment to IDEA, what would that look like for our council and community?
9. What partner relationships does our council need to build in the community? Who is currently not involved that should be? How can we be of service to those partners?
10. As a board and staff, are we prepared to actively commit to creating a more inclusive, diverse, equitable and accessible organization?

(Based off “Taking Action on Board Diversity: Five Questions to Get You Started”, BoardSource)