**Step 4: IDEA Strategic Imperatives Activity**

**Overview:**

The Girls on the Run IDEA Strategic Imperatives reflect how we want to show up as an inclusive, diverse, equitable and accessible organization within our communities.

**Activity:**

As a board and staff, review the IDEA Statement and Goals with these questions in mind:

1. How are the IDEA Statement and Goals currently reflected in our council’s day to day operations?
2. What thoughts do the IDEA Statement and Goals elicit in me?
3. Does anything need further conversation or clarification?

Next, review the IDEA Strategic Imperatives by engaging in this activity:

1. As individuals, use a green highlighter to highlight the imperatives that our council is actively addressing successfully.
2. Use a pink highlighter to highlight the imperatives that our council should be actively addressing now.
3. Use a yellow highlighter to highlight the imperatives that our council should address at some point.
4. As a group, have a conversation about everyone’s individual responses. How similar were they? Where was there alignment? Where were there differences?
5. Come to a group consensus on what the council is currently addressing, its initial focus areas and its future focus areas.
6. Use responses from this activity to inform the **IDEA SWOT Analysis** with your board and staff.