

## **Action Plan**

### **For creating an organizational culture that supports the creation of LGBTQ+ newcomer Positive Spaces**

The following items are part of creating and sustaining your organizational culture:

- Mission and vision
- Values
- Strategy (and its focus)
- Communication and discussion (staff meetings, memos, newsletters etc)
- Training
- Policies
- Procedures
- Hiring practices
- Performance reviews or other forms of accountability

CHOOSE ONE area to begin your first steps, and fill out the chart (see reverse).

<b>Item</b>	<b>Goal(s)</b>	<b>Actions/Steps</b>	<b>Person Responsible</b>	<b>Deadline</b>