



GOVERNANCE	
<i>Goal – Dismantle systemic barriers to dramatically improve DEI in governance and leadership</i>	
Objective	Tactics
Advance equity through systems change.	<ul style="list-style-type: none">● Assess decisions through the equity lens for benefit, burden, and unintended consequences for historically marginalized communities.● Purposefully foster meaningful, open and constructive dialog with diverse constituencies, and persist when these conversations and collaborations are challenging.● Embrace differences and celebrate diversity.
Offer DEI education and tools for the xVMA team	<ul style="list-style-type: none">● Utilize outside training consultants to raise DEI awareness of elected leaders, volunteers, and staff.● Annually conduct DEI training for elected leaders, volunteers, and staff.
Create opportunities for more diverse members to participate in xVMA leadership.	<ul style="list-style-type: none">● Utilize a board profile with current and prospective board members to more deeply understand the board’s composition, complementarity, and diversity.● Proactively promote diversity in xVMA leadership.● Work with committees to institute DEI plans throughout the organization.
Partner with other organizations on DEI efforts.	<ul style="list-style-type: none">● Create a leadership roundtable as a resource for addressing DEI opportunities.● Share best practices, training programs, digital resources, etc. between partners to amplify DEI outputs and outcomes.● Share effective practices on engaging and recruiting pre-college youth into STEM professions.