

Driving DEIA Change Through Peer Leadership



My DEIA vision is:

(Write your vision for diversity, equity, inclusion, and accessibility here.)

Partners, Collaborators & Stakeholders

Leaders & Change Agents:

- Who is passionate about making this change happen?
- Who is already working to solve similar problems?
- How can I collaborate with them to strengthen DEIA initiatives?

Supporters & Allies

- Who would benefit from this change or share similar goals?
- Who can provide additional energy or ideas to support this movement?
- How can I engage them to build momentum?

Influencers & Advocates

- Who do people in your workplace or community listen to or respect?
- Who has a platform or visibility to speak on behalf of the movement?
- How can I involve them to amplify DEIA initiatives?

Decision Makers & Sponsors

- Who has the authority to approve or fund this change?
- Who can provide the necessary resources or remove obstacles?
- How can I gain their support to ensure the success of DEIA strategies?

Community members, customers, and people with lived experience.

- Who is directly impacted by this issue or change?
- Who has personal experience with this problem or challenge?
- How can I include those who may be affected to ensure their voices are heard?

Strategies

- What peer-led initiatives or strategies can I introduce?
- Who will I involve to collaborate on these initiatives?
- What resources (time, funding, support) are required to implement these strategies?
- What is the target timeframe for each initiative?

Strategy or Initiative	People to Include	Resources	Timeframe

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Follow-up Actions

Next Steps

- What actions, next steps or initiatives do I want to work toward in the next 30-60 days?
- Who will I collaborate with to achieve these goals?
- How will I ensure sustainability and long-term success for these initiatives?

Progress Evaluation

- What milestones or key performance indicators will I use to track progress?
- How often will I review or adjust my action plan?