



MERIDIAN INTERFAITH CONSULTING, LLC

STRATEGIC PLAN

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VISION MISSION

A religious diversity vision or mission statement should reflect the organization's belief in diversity as a valuable part of the work environment experience and employee satisfaction. Religious diversity and inclusion mission or vision statement should embrace the concept of the organizations overall mission or vision statement. The creation of a religious diversity and inclusion statement is visible to employees, future employees, constituents, and future constituents, which can send a strong positive message about your organization's commitment to religious diversity, inclusion, and accommodation.

To begin, answer the following questions with a religious diversity and inclusion mission or vision statement in mind:

- What are the goals your organization hopes to achieve and the challenges you face in achieving them?
- What are the religious diversity related concerns your organization is trying to address through the creation of this statement?
- What message do you want others (employees, future employees, constituents, future constituents, etc.) to know about your organization's commitment to religious diversity and inclusion?
- How does the mission or vision statement on religious diversity and inclusion intersect with the overall goals of diversity and inclusion at your organization?

ASSESSMENT OF CURRENT NONDISCRIMINATION/ACCOMMODATION POLICIES

A review of the current nondiscrimination and accommodation policies regarding diversity and inclusion is needed to inform organizational needs and areas for improvement. It is important to emphasize strengths that the organization already possesses and build upon those to create a more robust religious diversity and inclusion policy. When assessing current initiatives in religious diversity as well as in conducting assessment of unmet needs, the organization may want to consider:

- Current and projected religious demographics of the organization's employees and constituents;
- Projected employee openings due to retirements/other circumstances;
- Data that is not currently collected that should be collected;
- Effectiveness of current organizational diversity and inclusion efforts in general;
- Emerging employee and constituent religious accommodation issues and concerns;
- Recognition of who has taken a leadership role in diversity efforts;
- Review of communications to ensure they are free of religious bias;
- Current policies and practices to support the needs of diverse employees/constituents;
- Current placement/reporting structure/scope of responsibilities of individuals responsible for diversity and inclusion activities;
- Emergency planning efforts/crisis intervention plans

STRATEGIC GOALS

Creating clearly defined goals is key to implementing sustainable solutions. Both short and long-term goals are important in creating an environment that welcomes employees with different religious and nonreligious worldviews.

OVERVIEW: Motivation Core Values Benchmarks	
STRATEGIES: Action Statements Strategic Direction	
ACTIONS: Set Mission/Vision Define Goals Implement Solutions	
MEASURES: Impact Assessment Comprehensive Feedback	
ROLES & RESPONSIBILITIES: Logistics	