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This template is provided to assist you in developing an action plan toward *Building an Inclusive Research Community*. This plan should be tailored to your individual experience and role, informed by the preceding #URSTEMrecharge sessions, and enhanced through discussion and shared ideas in your breakout group. In the preliminary plan you develop here, start by providing 1–3 bullet points or sentences for each prompt. We encourage you to return to, elaborate, and expand upon these ideas as you implement your plan moving forward.

Objectives & Impact:

- What does your research group, department, or program do well to promote an inclusive research community? What area(s) or deficiencies do you seek to address?

- What policies/ideas/programs/plans/actions will you put in place to help promote inclusivity in your research community?

- What, exactly, are you proposing to do? Be specific and brief (1 sentence)

- What is the anticipated impact for yourself, your research group, your department, the university, or the community?

- How can you assess "success" in this plan?

Challenges:

- What barriers exist to establishing inclusive research spaces?

- What challenges do you anticipate will you have to overcome to make the proposed changes?

- How will you address these barriers?

Implementation:

- What are reasonable short-term (1–3 months) goals/benchmarks for the implementation of this plan?

- What are mid-range (1 year) goals for the implementation of this plan?

- What are long-term goals for implementation of this plan?

- How will you hold yourself accountable for reaching these goals?

- How might your individual plan be expanded to include a broader community?

Support:

- What support will you need from your department or from the institution to implement this plan?

- Who have you identified as potential allies or collaborators in your research group, your department, the university, or beyond in implementing this plan?

- How will you go about seeking resources and support you need?

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Writing the Action Plan	Anti-Oppression Action Plan[1]
Goal: What are you trying to accomplish?	**Goal:**
Type: Is the issue an example of individual, departmental, or institutional oppression?	**Type:**
Plan of Action: What are you willing to do in order to address the issue and make change?	**Plan of Action:**
Perceived Obstacles: Do you anticipate any obstacles? Policies? People? How will you navigate those obstacles?	**Perceived Obstacles:**
Resources Needed: What do you need in order to address the issue and make change (e.g. people, time, money)? Who are your key stakeholders or allies? Are there other departments that can help? Are there community resources and/or partnerships that can be utilized?	**Resources Needed:**
Timeline: What is the order of events that need to happen in order to achieve your goal?	**Timeline:**
Accountability: What strategies can you use to ensure you meet your goals?	**Accountability:**

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[1] Adopted from College of Holy Cross. (2020). *How to write an anti-racism action plan: A self-paced guidebook.* https://www.holycross.edu/sites/default/files/files/diversity/antiracismactionplanguidebook.pdf