

Define the Problem:

What problem have you noticed in your work that could be alleviated if more inclusive practices were considered?

Collect and Analyze Data:

What data do you have that could help you understand the problem better?

3. **Implement solutions:** Enact the steps you came up with to tackle the problem and move towards a solution. How long will that take? Make a timeline. Who needs to be involved? Who can you partner with? Consider collaborations.

4. **Monitor and evaluate:** Pay attention to the steps you are taking toward the solution. Pivot when needed, always (e