

CFHA DEI Action Plan 2023-2025



| Action Item | SMART Goal | When? | Notes |
|-------------|---|---------------------|---|
| #1 | Hire JMC fellow(s) to provide dedicated support to CFHA's/ JMCs DEI efforts. | Jan 2024 | Needs job description (JMC produces with BOD/ Staff input) |
| #2 | By the end of 2024, revamp the CFHA website to prominently feature resource links and references for easy access. | Jan 2024 - Jun 2024 | Impacts Membership, TA Site & CFHA Learns |
| #3 | Fellow(s) will create DEI communication plans for the conference and other venues including podcast, newsletters, social media, Gaggle. | Jan 2024- Dec 2024 | Staff will enable and carry out action plans as applicable. |
| #4 | Implement reduced-cost access for students and trainees to CFHA events and membership through scholarship program. | June 2024 | BOD needs to provide input on DEI categories and fund utilization rules |
| #5 | Enhance the membership sign-up form by incorporating recommended demographic fields from the MDC. | Jan 2024 | Requires pre-work of establishing current data issues; will also consider EOY ask to complete data with raffle. |
| #6 | Over the next 18 months, establish and conduct focus groups with CFHA members to comprehend their perceptions of equity, diversity, and inclusion within CFHA, identify barriers faced by historically marginalized groups, and propose actionable solutions. | April 2025 | Fellows will lead with support from JMC and CFHA staff |