

CULTURE BUILDING TOOL: Develop strategic plan to establish shared beliefs & behaviors

Describe the desired culture		Influence opportunities	
Notes	We believe in _____ <i>(attribute)</i> so we _____ <i>(behavior)</i>	Leaders Messages <i>What are the informal leaders & influencers</i> Metrics <i>Who are the people with influence w/out formal power</i> Incentives <i>How can we expand the set of leaders involved in this culture building (more representative)?</i> Investments <i>How can we expand the set of leaders involved in this culture building (more representative)?</i>	Peers <i>Existing networks</i> <i>Networks to create</i> <i>Who is not being included?</i> <i>How can we expand the invitation?</i>
	We believe in _____ <i>(attribute)</i> so we _____ <i>(behavior)</i>	Training & Education <i>Existing training</i> <i>Training to create</i> <i>How can we remove barriers to access the training & education</i>	Literature <i>Existing material (does it include a diversity of viewpoints & perspectives)?</i> <i>Material to create (to include diverse voices)</i>
	Contradictions & Barriers <i>How can we avoid reinforcing the current situation/ "perpetual majority"</i>		