



# Determining where your organization is in their journey to Equity expertise

	Service Stages	Measurable Results
Stage 1	<p><b>Awareness</b></p> <p>Our business/organization has expressed awareness of a problem and is investigating possible solutions.</p> <ul style="list-style-type: none"> <li>• Assessments</li> <li>• Resource Center / Library (i.e. Glossary of Terms)</li> <li>• Honest &amp; fluid dialogue</li> <li>• Trainings</li> </ul>	
Stage 2	<p><b>Considering Solutions</b></p> <p>Our business/organization is preparing to implement solutions to respond to the problem.</p> <ul style="list-style-type: none"> <li>• Resource Affinity Group</li> <li>• Equity Team</li> </ul>	
Stage 3	<p><b>Implementing Solutions</b></p> <p>Our business/organization has adopted a strategy and is carrying out a solution.</p> <ul style="list-style-type: none"> <li>• Resource allocation</li> <li>• Organization is implementing the changes</li> </ul>	
Stage 4	<p><b>Evaluating Change</b></p> <p>Our business/organization has implemented a solution(s) and has evaluated the outcome of our efforts.</p> <ul style="list-style-type: none"> <li>• Advisory, stakeholder, accountability practice</li> </ul>	
Stage 5	<p><b>Champion &amp; Sharing</b></p> <p>Our business/organization has experience in evaluating our strategies and can share achievements and lessons learned to help others succeed</p> <ul style="list-style-type: none"> <li>• External review of effort</li> <li>• Achievements</li> </ul>	