

# Spheres of Influence (SOI) within Science

- **Self-Reflection [2-minutes]**
  - What are my professional roles?
  - What are my general responsibilities in these roles?
  - In what ways do I have power and influence related to these roles?
  
- **Group Reflection [10-minutes]**
  - General
  - What SOIs are in the room?
  - Responsibilities?
  - Forms of power and influence?



# LEAP DEI

# Strategic Planning Worksheet

# 2023 - 2027

LEAP DEI Workshop

[Insert Name]  
[Insert Sphere(s) of Influence]

# What is a strategic plan?

- A process for mapping out a clear and deliberate vision to guide an individual, group or organization's growth

# Strategic Goals & Objectives Institutional Example | NASA

## Strategic Goal

## Intended Outcome



Recruit, hire, and retain a diverse group of employees to secure a high-performing workforce drawn from all segments of American society.



Greater employee diversity across the entire employment lifecycle (e.g., recruitment, hiring, promotions, retention), including increased representation of underrepresented individuals and underserved communities.



Cultivate a work environment that encourages collaboration, flexibility, impartiality, and fairness to enable individuals to contribute to their full potential and further retention.



Positive employee viewpoints on the work environment (e.g., fairness, openness, cooperation, support, and engagement) indicated on surveys such as the FEVS.

# LEAP Strategic Planning Overview

- Today
  - We'll focus on one goal and related actions for the upcoming year
  - Get and Give Feedback in pairs / small groups
  - Keep in mind:
    - Spheres of Influence
    - [Best Practices](#)
- Next Steps / Homework
  - For 2023-2024:
    - Identify 4 goals and related outcomes (\*at least 1 focused specifically on race)
    - Add Metrics and Target Dates
  - Due February 15th
  - You'll receive follow-up instructions via email
  - Schedule DEI Office Hours or Attend small group discussion for additional support
  - [DEI Resources: Strategic plan examples, other DEI, climate and environmental justice resources](#)
  - Options for accountability: asynchronous updates? Accountability partners?
- Annual Planning + Accountability
  - 2024-2027 \*Each academic year corresponds to a specific color

# Strategic Planning Instructions

- Copy templates save in a new deck with filename:
  - “LEAP\_SP2324\_[LAST NAME]”
- SP1: Insert name, Spheres of Influence and photo
- SP2: Insert 4 goals and related actions
  - For Annual Meeting Session: only 1 goal, 1 action
- SP3: Transfer information from SP2, ADD metrics and target dates
  
- *SP4 (Optional): Alternative or additional format for documenting goals and actions*

## Strategic Goals (2023 - 2024)

**Strategic  
Goals  
2023-2024**

---

Insert Theme  
(optional)

Insert 4 1-sentence Goals  
\*At least 1 goal should be directly  
related to race



## Intended Outcome(s)

Insert 1-sentence Outcome for each goal

## Strategic Goals (2024 - 2025)

**Strategic  
Goals  
2024-2025**

---

Insert Theme  
(optional)

Insert 4 1-sentence Goals  
\*At least 1 goal should be directly  
related to race



## Intended Outcome(s)

Insert 1-sentence Outcome for each goal

### Strategic Goals (2025 - 2026)

**Strategic Goals  
2025-2026**

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Insert Theme  
(optional)

Insert 4 1-sentence Goals  
\*At least 1 goal should be directly related to race



### Intended Outcome(s)

Insert 1-sentence Outcome

### Strategic Goals (2026 - 2027)

**Strategic Goals  
2026-2027**

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Insert Theme  
(optional)

Insert 4 1-sentence Goals  
\*At least 1 goal should be directly related to race



### Intended Outcome(s)

Insert 1-sentence Outcome for each goal



[NAME]

[SPHERES OF INFLUENCE]

ADD PHOTO

## Strategic Goals (2023 - 2024)

**Strategic  
Goals  
2023-2024**

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Insert Theme  
(optional)

Insert 4 1-sentence Goals  
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## Intended Outcome(s)

Insert 1-sentence Outcome for each goal

Strategic Goal	Outcome(s)	Performance Measures	Tasks / Action Steps	Target Date
Insert 1-sentence Goal:	Insert Outcome(s):	<ol style="list-style-type: none"> <li>1. Measure / Metric</li> <li>2. Measure / Metric</li> <li>3. Measure / Metric</li> <li>4.</li> </ol>	<ol style="list-style-type: none"> <li>1. Task / Action Step</li> <li>2. Task / Action Step</li> <li>3. Task / Action Step</li> <li>4.</li> </ol>	Insert Planned Completion Date(s):  <i>Jan 2024</i>
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ALTERNATIVE OR ADDITIONAL FORMAT FOR  
DOCUMENTING GOALS AND ACTIONS [OPTIONAL]



2023 - 2024 Strategic Goal 1 and Intended Outcomes	Prioritized Actions and Strategies
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 1:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

**2023 - 2024 Strategic Goal 1 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 1:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4

<b>2023 - 2024 Strategic Goal 2 and Intended Outcomes</b>	<b>Prioritized Actions and Strategies</b>
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 2:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

<b>2023 - 2024 Strategic Goal 3 and Intended Outcomes</b>	<b>Prioritized Actions and Strategies</b>
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 3:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

**2023 - 2024 Strategic Goal 4 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 4:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4

2024 - 2054 Strategic Goal 1 and Intended Outcomes	Prioritized Actions and Strategies
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 1:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

**2024 - 2025 Strategic Goal 2 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 2:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4

**2024 - 2025 Strategic Goal 3 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 3:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4



**2024 - 2025 Strategic Goal 4 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 4:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4

2025 - 2026 Strategic Goal 3 and Intended Outcomes	Prioritized Actions and Strategies
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 3:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

2025 - 2026 Strategic Goal 3 and Intended Outcomes	Prioritized Actions and Strategies
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 3:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

2025 - 2026 Strategic Goal 3 and Intended Outcomes	Prioritized Actions and Strategies
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 3:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

2025 - 2026 Strategic Goal 3 and Intended Outcomes	Prioritized Actions and Strategies
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 3:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

<b>2026 - 2027 Strategic Goal 4 and Intended Outcomes</b>	<b>Prioritized Actions and Strategies</b>
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 4:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

<b>2026 - 2027 Strategic Goal 4 and Intended Outcomes</b>	<b>Prioritized Actions and Strategies</b>
<i>List intended outcome(s) below</i>	<i>List, in order of priority, two to four per goal.</i>
<b>Strategic Goal 4:</b>  <b>Intended Outcome(s):</b>	1.1
	1.2
	1.3
	1.4

**2026 - 2027 Strategic Goal 4 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 4:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4



**2026 - 2027 Strategic Goal 4 and Intended Outcomes**

**Prioritized Actions and Strategies**

*List intended outcome(s) below*

*List, in order of priority, two to four per goal.*

**Strategic Goal 4:**

1.1

**Intended Outcome(s):**

1.2

1.3

1.4

# APPENDIX

# Strategic Goals & Objectives Institutional Example | NASA



# Strategic Goals & Objectives Institutional Example | NASA

Performance Key Goals (* = dependent on additional funding)	Performance Measures	Actions	Lead Office	NASA DEIA Strategic Objective	Linkage
<p><b>Performance Goal 1.2.1:</b> Ensure recruitment plans focus on underrepresented individuals and members of underserved communities and individuals with disabilities, utilizing the full potential of SEPs and Human Capital Strategic Planning. Launch strategic campaigns and initiatives to attract the best talent from a broad demographic of our society.</p>	<p><b>1.2.1:</b> Percent of recruitment plans/strategies that include outreach to underserved communities.</p>	<ul style="list-style-type: none"> <li>Analyze recruitment and labor market information to connect recruitment efforts with underserved communities.</li> </ul>	OCHCO	<p><b>1.2: Talent Acquisition, Recruitment, and Retention</b></p>	<p>Partnerships and Equitable Recruitment (E.O. 14035, Sec. 7)</p>
<p><b>*Performance Goal 1.3.1:</b> Build a diverse future STEM workforce by engaging students in authentic learning experiences with NASA's people, content, and facilities.</p>	<p><b>1.3.1.1:</b> Number of significant, direct student awards in higher education provided to (1) students across all institutional categories and levels (as defined by the U.S. Department of Education); (2) racially or ethnically underrepresented students, (3) women, and (4) persons with disabilities at percentages that meet or exceed the national enrolled percentages for these populations, as determined by the most recent, publicly available data from the U.S. Department of Education's National Center for Education Statistics for a minimum of two of the four categories.</p>	<ul style="list-style-type: none"> <li>Develop a joint strategy for Agency internships by conducting a comprehensive analysis of the Intern Life Cycle to develop and implement the design of an impactful and integrated internship experience for participants and stakeholders (by the end of FY 2022).</li> <li>Conduct Career Readiness Assessment of career NASA STEM professionals who had a NASA internship.</li> <li>Conduct comprehensive analysis of the OSTEM and OCHCO (Pathways) internship programs.</li> <li>Implement redesigned internship program (by FY 2025).</li> </ul>	OSTEM/ OCHCO	<p><b>1.3: Internships</b></p>	<p>Promoting Paid Internships (E.O. 14035, Sec. 6)</p>