**STFM Antiracism Learning Collaborative  
Change Project Plan**

Type your responses on this document and upload it as a pdf or Word document it in the Library on the [shared Collaborative space on STFM Connect](https://connect.stfm.org/communities/community-home?CommunityKey=ad9ffe05-2b65-444e-bd52-828e2ef8b465). by February 28, 2022. Save a copy for yourself, as you may want to refine this plan over time. Expand the spacing after the questions as needed.

What is your broad project goal?

List your SMART objectives (reminder SMART = specific, measurable, achievable, relevant, timed).

How will you measure whether you’re achieving these objectives?

Who will measure?

Describe how these SMART objectives address structural racism.

Describe how these SMART objectives promote allyship.

In the table below, list your stakeholders (see Leading Change modules and workbook)?

|  |  |
| --- | --- |
| **Absentee Owners** | **Key Players** |
| **Spectators** | **Fans** |

In the table below, list your organization’s strengths, weaknesses, opportunities, and threats related to achieving your goal and SMART objectives.

|  |  |
| --- | --- |
| **Strengths** | **Weaknesses** |
| **Opportunities** | **Threats** |

In the table below, describe the activities and steps you will undertake to achieve your goals and objectives.

|  |  |  |
| --- | --- | --- |
| **Activity/Step** | **Due Date** | **Person Responsible** |
|  |  |  |
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