

Manager:

Team:

Date:

Social Responsibility and Community Building Implementation Plan Template:

You will create an implementation plan to be utilized over the next 90 days with your team.

- 1. Select two bite sized implementation examples.**
 - a. Implementation example #1 _____
 - b. Implementation example #2 _____
- 2. Discuss which two you selected, why you chose those two, how you will implement them, and when each example will be implemented.**
 - a. What? _____
 - b. Why? _____
 - c. How? _____
 - d. When? _____
- 3. Describe any potential challenges and brainstorm solutions with members of your group.**

Potential challenges

Challenge 1 _____

Challenge 2 _____ **Challenge**

3 _____

Brainstorm solutions

1. Solution 1 _____

2. Solution 2 _____

3. Solution 3 _____

DUE BY:

Report out to:

.

Bite Sized Implementation Plans for Social Responsibility & Community Building

☒ Weekly or Biweekly Micro-Lessons

Share one key takeaway, question, or reflection prompt from each month's session. Deliver via email, Slack, printed reflections in team rooms, or huddles.

☒ 5-Minute Meeting Starters

Provide managers with 5-minute conversation starters related to inclusion, psychological safety, microaggressions, implicit bias, and belonging to integrate into existing meetings.

☒ 15-Minute Micro-Workshops

Have managers choose one topic per month to revisit for 10-15 minutes during team meetings for deeper discussion or application

☒ Story Sharing

Encourage staff to share 1–2 minute stories of Social Responsibility or Community Building in action from their daily work during team check-ins.

☒ Monthly Reflection Challenges

Example: “This month, notice microaggressions. Where do they show up in our team or services? How can we address them compassionately?”

☒ Values in Action Spotlights

Highlight a team member living out these teachings in newsletters or meetings to build role modeling and collective learning.

☒ Visual Reminders

Place one printed quote, question, or learning prompt in common areas weekly to keep concepts top of mind.