Stories, Reflections, and Commitments
2018
Reflections & Commitments
Take 3 minutes to reflect

Reflect on the conference experience

• What was one innovation, idea, or potential collaboration that resonated with you?
• Is there a connection you want to make with another attendee or organization?
• What stuck with you the most from the conference?
SMART Goals

| S | Specific | Make your goal specific and narrow for more effective planning |
| M | Measurable | Make sure your goal and progress are measurable |
| A | Achievable | Make sure you can reasonably accomplish your goal within a certain time frame |
| R | Relevant | Your goal should align with your values and long-term objectives |
| T | Time-based | Set a realistic but ambitious end date to clarify task prioritization and increase motivation |

SMARTIE Goals

Goals are a concrete way to drive results, but without an explicit equity and inclusion component, goals won’t produce better outcomes for marginalized communities, address disparities, or support belonging.

Introducing SMARTIE goals!

SMARTIE stands for:

- **S**pecific: What do you want to do?
- **M**easurable: How will you track your progress?
- **A**ttainable: How will you do it?
- **R**elevant: Is this relevant to your mission right now?
- **T**imely: When do you want to do it?
- **I**nclusive: What new perspectives would non-represented groups bring?
- **E**quity Minded: How can you change the goal to incorporate equity and inclusion?
Take 3 minutes to plan

Develop a goal or commitment from this conference based on your reflection.

Use the SMARTIE goals to guide you.

Turn your reflection into a plan for action.

https://www.daveclosson.com/blog/prevention-leaders-how-to-live-by-example-eb4dg
Take 7 minutes to share

In groups of 2-3, share your SMARTIE goals and ideas.

Help each other finalize the goals and ideas.

Discuss how these ideas build collaborations and/or address equity.
Take 3 minutes to commit

In your groups of 2-3, find a way to hold each other accountable to the actions and ideas you’ve shared.

- Envelope and notecard example: Team member A writes a brief notecard, inquiring about the SMARTIE goal of team member B and sends it in the mail to team member B in 1-2 weeks. Home or work address. CASCHEW staff can provide envelopes/notecards and will send them out.

- Electronic version: Same as above but use a scheduled email instead of a notecard/letter to go out in 1-2 weeks.
Large Group debrief
Thank you

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