

PWA 2025 Objectives Aligned with DEI Values and Strategy

Objective	Core Value & Practice	Internal Focus & Key Actions	External Support Opportunities	Outcome	Timeline
Evaluate & Improve Impact	Equity Dismantle Systemic Barriers	<ul style="list-style-type: none"> - Develop DEI tracking tool for CRLEs - Analyze participation by race, gender, and school - Use data to inform strategic planning 	Share findings with partners; invite tech/data support to co-create equity dashboards	Builds a responsive system that proactively identifies gaps and removes access barriers.	Q1 – Develop tool Q2 – Begin data tracking Q3–Q4 – Use insights for planning
Implement Accountability Measures	Inclusion Engage Diverse Leadership	<ul style="list-style-type: none"> - Conduct annual DEI assessment and report - Run cultural climate surveys - Set measurable equity training benchmarks for staff and board 	Request DEI consultants or HR equity experts to support analysis, training, or benchmark setting; partner with researchers or orgs to design, administer, and analyze surveys	Fosters a leadership culture grounded in equity and shared responsibility.	Q1 – Choose assessment tool Q2 – Set training benchmarks Q4 – Publish annual progress
Center Equity in Student Programming	Equity, Diversity Center Youth Voices, Enhance Career-Learning Equity	<ul style="list-style-type: none"> - Expand PWA Alumni Network - Include student voices in co-design and program planning - Feature relatable role models 	Alumni and student can co-design programs; share impact stories externally	Delivers culturally relevant, empowering, student-centered career experiences.	Q2 – Launch Alumni pilot Q3 – Program integration Q4 – Alumni storytelling campaign
Apply Equity Lens to Recruitment & Events	Equity Dismantle Barriers, Foster Inclusion	<ul style="list-style-type: none"> - Apply Equity Lens to CRLE recruitment, invites, and logistics - Use inclusive language and remove participation barriers (e.g., translation, transport) 	Ask partners to adopt the lens in volunteer recruitment & provide supports (translation, transport)	Increases access for historically marginalized students including BIPOC, nonbinary, female, and neurodivergent youth.	Q2 – Expand implementation Q3–Q4 – Refine and scale
Advance Racial & Cultural Consciousness	Diversity Engage Diverse Leadership, Foster Inclusion	<ul style="list-style-type: none"> - Deliver tailored DEI training to staff, board, and volunteers - Partner with BIPOC-led trainers and facilitators - Select in professional development 	Invite BIPOC-led trainers; ask orgs to co-host or sponsor workshops	Equips the PWA team with the tools to lead equity-centered career programming.	Q1 – Identify trainings Q2 – Trainings kick off Q4 – Evaluation & planning
Strengthen Community & Employer Partnerships	Inclusion, Equity Strengthen Employer Partnerships	<ul style="list-style-type: none"> - Expand partnerships with culturally-specific orgs and underrepresented communities - Consult with partner organizations for inclusive CRLEs and volunteer strategies - Align program design with both student needs and workforce trends 	Invite employers to share inclusive practices; engage culturally specific orgs as co-leaders	Builds sustainable, reciprocal partnerships that uplift both students and employer partners.	Q1–Q4 – Ongoing with quarterly partner check-ins