

## **A Feminist Approach to Strategic Planning**

### Components

1. Inclusive Participation  
Who is included? (The planning process should include everyone who must take ownership of the decisions made: those who will implement the decisions and those who will be affected by the consequences of the decisions.)
2. Experience  
What is the story of our experience as individuals in relationship with the organization? How do we understand our experiences? What seems to be behind the best and worst of our experiences? Are there any commonalities in our different experiences?
3. Creativity  
What is our vision/creation story? How does it connect with our experience? Where is the locus of our creative energy? How can we tap that creative energy?
4. Assumptions  
What are the underlying assumptions present in what we are doing (including our mission statement)? What are the realities we are attempting to address? Include values. (Check assumptions for clarity and accuracy).
5. Needs  
What needs are we trying to meet by our activities?
6. Alternatives / Options  
Are there other alternatives or options we could use to achieve our goal?
7. Choices  
What choices do we have? What seems realistic? Visionary?
8. Consequences  
What are the consequences of our choices? (Includes who implements and who is affected; financial considerations.)
9. Actions  
What actions can we take now? Later?
10. Supports  
What supports do we have? Possible partners?
11. Communication  
What is the flow of communication? (Who talks? Who listens?)
12. Evaluation  
How will we evaluate our decisions? Sources of feedback?