Talk it through. Compare answers with other members of your collaboration (you may find it helpful to print the map out for this conversation so it is in front of you). Where there is a score difference of **_4_** or more points, discuss why you might have such different answers. People have access to different sources of information or resources within your collaboration. It could also be from gaps that offer opportunities for improvement.

Remember that there is no one right way to transform. It depends on your context and what your team is willing and able to work on, and what you're ready to do. Some different options for choosing priorities might be:

1) Choose areas that are scored low
2) Choose areas where small changes could lead to big gains
3) Consider the highest scoring areas, and how these could be used as leverage points to move other areas forward 4) Think about which areas could move in the short term, and which to start planning for the medium and long term 5) Ask yourselves what you are ready and motivated to take action on and which matters most for the communities you want to partner with.

Feel free to use a mix of criteria for identifying priority areas. Be sure to include everyone's perspective and don't be afraid to set ambitious goals! This is your journey – and your path. The greatest value of this tool is to foster a dialogue within your collaboration to help identify strategies to advance. Once you've worked through these differences, come up with your team's final scores and put the totals of your self-rated scores for each section into the boxes below. Now start identifying some priority areas to work on!

BEACON Dialogue and Action Planning Tool

Section	Now (current self score)	Goal in 6 months	Goal in 12 months (sum of goal scores)	Potential priority areas that would help us reach our goals (circle)
Share Leadership & Power				1. We include people with lived experience or inequities in our collaboration. 2. Members of our coalition support team are from groups affected by inequities. 3. We seek to grow the leadership and voice of those who have less power. 4. Those holding structural power use it to dismantle barriers to equity. 5. We have guidelines and practices for sharing power in our collaboration. 6. We share power with community members, especially those experiencing inequities. 7. We set agendas in an inclusive way in our collaboration. 8. We have transparent processes to make decisions that everyone can understand. 9. We share in decision-making across our collaboration. 10. Residents or people most impacted by inequities have real power to affect decisions that impact them.
Define equity goals & use data				1. People with lived experiences of inequities shape our goals from the beginning. 2. Community members with lived experiences are involved in the full range of our improvement activities. 3. We have processes in place to avoid retraumatizing people who experience inequities as we try to make things better. 4. We analyze our data to understand who might be at risk of inequities. 5. We develop strategies adapted for the needs and strengths of groups experiencing inequities. 6. We set specific equity improvement goals based on where different groups are. 7. We have specific goals to address inequities in our population or community. 8. We have specific goals to address how our coalition or collaborative operates to advance equity. 9. We have set goals about how our collaboration partners advance equity. 10. We are disciplined in how we improve equity. 11. Our plans would have a substantial impact on reducing or eliminating identified

Section	Now (current self score)	Goal in 6 months	Goal in 12 months (sum of goal scores)	Potential priority areas that would help us reach our goals (circle)
				inequities. 12. We scale what works to advance equity.
Design structure & process equity capability				1. We are educating ourselves as a collaboration about how to address racism, economic inequality and other forms of injustice. 2. We have a shared equity plan in place as a collaboration. 3. We have a culture of learning and improvement. 4. We share responsibility for implementing our collaboration's equity strategies and plan. 5. We report progress on our shared equity plan as a collaboration. 6. Our partners report progress on their contribution to our shared equity plan. 7. Each partner in our collaboration has an equity plan of their own. 8. Our partners share progress on their own equity plans.
Address Root Causes of Inequity				1. We have a shared understanding of how root causes work. 2. We are able to have open and honest conversations about systemic oppression and root causes of inequities. 3. We use stories to understand how root causes of inequity lead to social conditions. 4. We systematically understand what past and present structures, policies and practices might lead to structural disadvantage. 5. Our collaboration is identifying strategies to address structural barriers to equity in our community. 6. We are implementing strategies to address structural inequities and root causes as a collaboration. 7. We primarily meet urgent needs and don't advance long-term strategies that would eliminate inequities over time. 8. We address racism in our work to advance equity more broadly. 9. We address classism and economic inequality in our work to advance equity more broadly.

Section	Now (current self score)	Goal in 6 months	Goal in 12 months (sum of goal scores)	Potential priority areas that would help us reach our goals (circle)
				10. We advance equity in a way that is cross-cutting and breaks down false hierarchies of human value across the board.
Members walk our talk				1. As an individual member of the collaboration, I am familiar with how race intersects with other inequities 2. We take accountability for our own contribution to historical and present-day inequities. 3. We, as members, apply a structural equity and root cause lens to their work as individual organizations. 4. Each member in our collaboration has an equity plan of their own which aligns with and strengthens our overall plan. 5. We share progress on our own equity plans with the collaboration as a whole. 6. We are addressing internal and community culture to advance equity. 7. We are advancing structural equity initiatives through our core operations as an organization. 8. We are increasing the diversity of our own organizations' staffing to reflect the community as a whole. 9. We are increasing the diversity of our contracts to reflect the community as a whole. 10. We are using our investment capital to invest in groups that have been historically and currently marginalized.
From backbone to root body				1. The makeup of our team that facilitates our collaboration is diverse and includes those experiencing inequities. 2. Our core team is familiar with and skilled at facilitating work related to addressing root causes of inequities. 3. Our coalition conversations are facilitated by the core team rather than being driven by them. 4. We evaluate the core team's ability to plan and lead discussions and work related to root causes of inequity. 5. We evaluate how well our core team engages with communities.

BEACON Dialogue and Action Planning Tool

Section	Now (current self score)	Goal in 6 months	Goal in 12 months (sum of goal scores)	Potential priority areas that would help us reach our goals (circle)
				6. We assess how well our core team shares power and decision-making with partners and community. 7. Power to direct resources is distributed outside of backbone. 8. We are advancing structural equity initiatives through our core operations as an organization.

Take Action: Develop an action plan for advancing your transformation

What three priority areas will you work on over the next 6 months? Work with your coach and collaboration to develop this.

Priority Area	Strategy: What will you do?	Key partners who will need to be engaged	Resources and capacities needed	By when	Who will take action on this?