

The Framework *Roadmap*

At Ignite Change Solutions, we have crafted a holistic approach utilizing the stages of fire as a metaphor to guide your organization's transformation from a culture that lacks focus on people to one that champions inclusivity for both your team and community.

Our method surpasses mere recommendations of short-lived initiatives or top-down adjustments. We meticulously evaluate and refine your organization's strategy, systems, culture, and leadership practices to embed enduring change.

Moving through change is not a quick journey, however; at Ignite Change Solutions we are dedicated to helping you "Flame Forward".

Here's a simplified and concise roadmap based on the phases outlined in your Framework:

PHASE 1: IGNITION

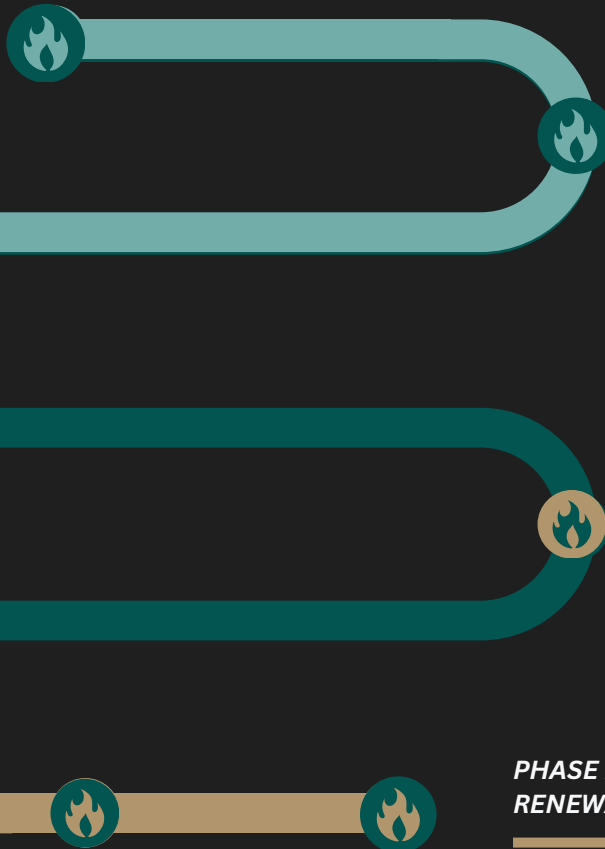
- Develop a compelling vision and commitment to equity.
- Foster awareness, engagement, and continuous improvement.
- Conduct comprehensive assessments and secure leadership commitment.

PHASE 3: GROWTH

- Develop leadership capacity for equity advocacy.
- Allocate resources for growth initiatives and equity-focused leadership programs.
- Empower individuals and drive engagement in advocacy.

PHASE 5: SUSTAIN

- Integrate equity efforts into organizational functions.
- Implement data-driven decision-making and policy audits.
- Ensure visible leadership commitment and alignment with organizational goals.



PHASE 2: COMBUSTION

- Design principles and norms for an inclusive culture.
- Build open communication channels and celebrate diversity.
- Implement professional development initiatives focused on inclusivity.

PHASE 4: SPREAD

- Develop a compelling vision and commitment to equity.
- Foster awareness, engagement, and continuous improvement.
- Conduct comprehensive assessments and secure leadership commitment.

PHASE 6: DECAY

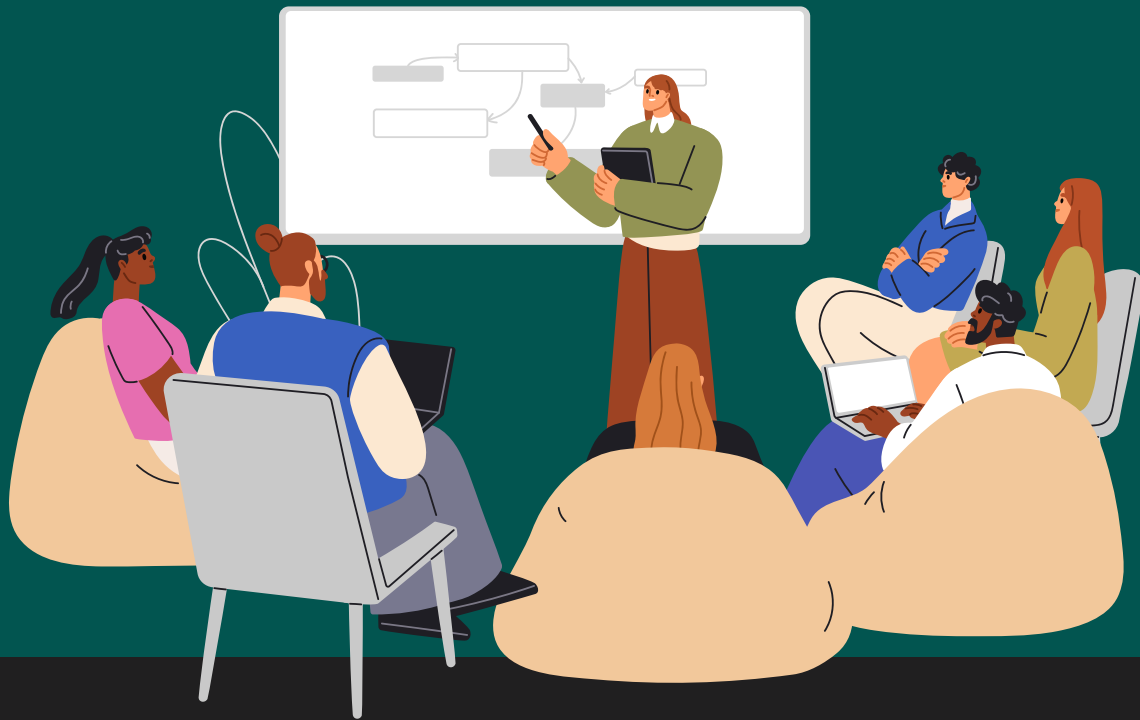
- Recognize and address institutional resistance.
- Implement targeted strategies to counteract resistance and complacency.

PHASE 7: RENEWAL

- Drive systemic change through policy revisions and institutional transformation.
- Establish communication mechanisms to advance fairness and inclusion.
- Institutionalize equity principles to create lasting impact and engagement within the community.

Over the course of two years, your organization will Flame Forward By:

- ✓ - **Clear** and compelling vision statement emphasizing equity and inclusivity.
- ✓ - **Established principles** and **norms promoting an inclusive culture**.
- ✓ - Strengthened leadership capacity in advocating for equity and inclusion.
- ✓ - Formed strategic partnerships to **broaden impact and collaboration**.
- ✓ - **Integrated equity considerations** into organizational functions.
- ✓ - Addressed institutional resistance and complacency effectively.
- ✓ - Drove systemic change through policy revisions and transformations.



We're here to support you in **flaming** forward with a vibrant vision that fosters belonging, **innovation**, and collective growth for your team and **community**.