

# "SMARTIEY" GOALS

By incorporating equity, inclusion, and youth voice into your SMART goals, you can ensure that your organization’s commitment to racial equity, inclusion, and youth voice is anchored in action.

<b>S</b>	Strategic	Reflects an important dimension of what your organization seeks to accomplish (programmatic or capacity-building priorities).
<b>M</b>	Measurable	Includes standards by which reasonable people can agree on whether the goal has been met (by numbers or defined qualities)
<b>A</b>	Ambitious	Challenging enough that achievement would mean significant progress—a “stretch” for the organization
<b>R</b>	Realistic	Not so challenging as to indicate lack of thought about resources, capacity, or execution; possible to track and worth the time and energy to do so
<b>T</b>	Time-Bound	Includes a clear deadline
<b>I</b>	Inclusive	Brings traditionally marginalized people—particularly those most impacted—into processes, activities, and decision/policy-making in a way that shares power
<b>E</b>	Equitable	Seeks to address systemic injustice, inequity, or oppression
<b>Y</b>	Youth Voice	Includes meaningful youth participation and leadership