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| **Strategies** | **Key Activities Underway Now** | **Short-term Outcomes** | **Interim Outcomes** | **Long-term Outcomes** | **Impact** |
| Promote a leadership framework that implicitly teaches inclusive, equitable behaviors.Make KLC accessible to a wide range of organizations, populations, sectors and communities. Leverage KLC’s credibility across political divides.Explicitly engage communities of color as central to the overall KLC strategy. Purposefully mix audiences and organizations to expose Kansans implicitly and explicitly to issues of racial equity.Elevate issues that directly effect communities of color as statewide leadership challenges.Build diverse teaching, coaching and staff teams.Think and act strategically, and politically, to advance racial equity. Leverage KLC skill and credibility to advance specific, presenting civic issues connected to racial equity (e.g., NDO, KBOR, KDOC) | Third Floor Research regarding leadership perspectives of Latinos in Kansas.“Creating Leadership Together” initiative designed to launch 10 new sustainable leadership programs designed and led by Kansans of color.Focus groups with KLC participants of color.Avanzando Juntos (KLC’s Spanish language leadership program)Cargill I&D program.2036 goal and associated activities. Intentional strategies to build diverse teaching and coaching teams.  | Communities of color find it easy to access KLC resources and programming. Common language that is useful for discussing racial equity topics is taking hold in partner organizations and communities Individuals who are working on racial equity have increased their leadership skill and effectiveness. Individuals throughout Kansas communities and organizations exercising more inclusive leadership.The diversity of KLC participants matches or exceeds current state demographic data. | More KLC alums who are Kansans of color are serving in elected and appointed office.Non-racial oriented organizations partnering with KLC become more open to conversations and action connected to racial equity.Because of KLC’s intentional mixing of networks, unique partnerships have been formed to advance racial equity. Partners have equity implicitly baked into their system and frameworks.KLC partner organizations have a greater implicit and explicit focus on equity.KLC partner organizations are more equitable. Numerous civic efforts in Kansas reflect KLC’s “Collaborative Promise,” leading to the right voices at the right tables to make progress on racial equity. By 2026, the diversity of KLC participants matches or exceeds the 2036 demographic projections. | KLC partner organizations reflect the diversity of their communities. Systems in which KLC works have made significant progress on racial equity issues.  | Systems, practices and norms that have perpetuated racial inequity have been dismantled throughout Kansas communities and organizations. All Kansans have equal and equitable opportunity and access to thrive. |