



SMARTIE GOALS	SPECIFIC	MEASURABLE	ACHIEVABLE	RELEVANT	TIME-BOUND	INCLUSIVE	EQUITABLE
Things to Consider:	The "W's": Who, What, Where, When, Why?	How will you know when you achieve your goal?	Do I have enough control of this to make it happen?	Is this goal consistent with other goals, and does it fit with the strategic vision?	What is the deadline for achieving your goal?	Are historically underinvested individuals involved in your goal's process, activities, and decision making? Is power being shared in this involvement?	Are fairness and justice integral to your goals? Do you aim to address issues of systemic injustice, inequity, or oppression?
Goal #1							
Goal #2							
Goal #3							