



# SMARTIE Goal Worksheet

## Get your UBT project off to a successful start.

By incorporating equity and inclusion into your SMART goals, you can make sure your team's commitment to racial equity and inclusion is anchored by tangible and actionable steps.

Goals are a concrete way to drive results, but without an explicit equity and inclusion component, goals won't produce better outcomes for historically excluded communities, address disparities or support belonging. Introducing SMARTIE goals! SMARTIE stands for:

<b>SPECIFIC</b>	Be clear about what you want to improve. Define your scope of work.
<b>MEASURABLE</b>	How will you track improvements? If you don't have baseline numbers, the first thing you need to do is establish them. Be sure to record your baseline and target numbers.
<b>ATTAINABLE</b>	What is your current performance? Do you really think you can attain the goal in the time frame stated? Be ambitious, but make the goal achievable.
<b>REALISTIC</b>	Is this something the team can directly affect? Does it have a bearing on the main work of the department?
<b>TIME-BOUND</b>	Be sure to include when the improvement will be made by.
<b>INCLUSIVE</b>	How are team members putting the <a href="#">Equity Principles</a> into action? Who is the team collaborating with? Who is missing? Are the people most impacted meaningfully included in discussions and decisions? (KP Intranet)
<b>EQUITABLE</b>	What are the systemic barriers experienced by people in your workplace or by people you serve? What policies or practices contribute to those barriers? What successful practices can the team adopt and share?



CONTINUES ON THE NEXT PAGE →

## SMARTIE Goal Example

<p><b>SPECIFIC, MEASURABLE and TIME-BOUND</b></p>	<p>We will increase our Real Time Feedback rating at our MOB/department from 3.8 stars to 4.2 stars by the end of this year.</p>
<p><b>ATTAINABLE and REALISTIC</b></p>	<p>We will achieve our goal by identifying and acting upon improvement opportunities from “voice of the customer” surveys from members and patients.</p>
<p><b>INCLUSIVE and EQUITABLE</b></p>	<p>We can incorporate equity and inclusion into our goal by:</p> <ul style="list-style-type: none"> <li>» ensuring we get direct input from members who reflect the demographic make-up of our MOB/department membership</li> <li>» offering the survey across different languages, times of day and modalities</li> <li>» including all team members in the design of solutions so that changes are understood, agreed upon and don't unfairly impact certain team members</li> </ul>

### Use this template to write your team goal.

**Time-Bound:** Our team goal between \_\_\_\_\_ (start date) and \_\_\_\_\_ (end date) is to achieve this **Specific** and **Attainable** outcome:

We will know success when we see it using these **Measurable** standards:

A **Realistic** plan to achieve this goal includes these tactics/activities (consider time, resources, capacity):

	By (date):
	By (date):
	By (date):