

<b><u>S</u>pecific</b>	What is the goal? In identifying and defining the goal, it helps to include, what, why, who, where, and when as it pertains to the goal
<b><u>M</u>easurable</b>	How do you know when you have achieved the goal? It is essential to both track progress and measure the result of the goal. Are there milestones along the way? How much and how many?
<b><u>A</u>ttainable and <u>A</u>ction-Oriented</b>	In order to keep motivated, the specific goal needs to be attainable and action oriented. What steps and in what order need to be accomplished to attain the goal? The individuals/team are able and agree to achieve the goal as written and specified.
<b><u>R</u>elevant</b>	The goal is meaningful and aligns with individual/group values and outcomes.
<b><u>T</u>ime-Bound</b>	What is the timeline for achieving the goal?
<b><u>I</u>nclusive</b>	Includes establishing conditions for sharing power with those groups and individuals who historically and structurally have had less power to ensure collective, data-informed, decision-making, action plans and policy development
<b><u>E</u>quitable</b>	Has elements of fairness and justice that seek to address issues resulting from systemic inequity and oppression.