10:00-10:15  Goals, introductions, and foundation setting
10:15-10:40  What is a DEI framework?
             -Defining DEI (5mn)
             -Identifying the influencers (10mn)
             -Break out discussion (10mn)
10:40-11:05  Moving from SMART to SMARTIE (Part One)
             -Assess your starting point/Understanding your current data
             -Defining your metrics and what progress might like
11:05-11:20  Moving from SMART to SMARTIE Part Two
             -Test your assumptions
             -Seek and listen to external voices and perspectives
             -Determine focus areas, strategies, and action steps
11:20-11:30  Question and Reflections