



# Planning for All Levels

*Whatever the size of your association, planning for diversity begins with an underlying business objective.*

A successful diversity program can transform an association and enable it to shape its future, but starting the conversation can be difficult. You and other volunteers who are committed to achieving greater diversity must be prepared to take the lead in the dialogue and confident that your association executive and top elected leaders are responsive and will support your efforts.

If your association is just beginning to explore the possibilities, “Getting Started” walks you through a four-step “roadmap” to help you plan and launch a diversity program. For associations that are farther along in their diversity programming, “Best Practices in Strategic Planning” illustrates how state and local REALTOR® associations have successfully integrated planning and training for diversity into their strategic vision and management processes. At the end of this section, you’ll find information on program planning resources available from the NATIONAL ASSOCIATION OF REALTORS®.