

Involvement	Action Steps (Designed for measurability)	Short Term Goals
MWMO staff and resources	1) Diversity and cultural competence trainings reflective of community partners 2) Focus groups with employees for improvements for transparency, understanding, and effectiveness 3) Engage/compare methods with other watersheds (i.e., Dane County, WI)	Greater community involvement  Diversity and cultural awareness within agency
Community members of surrounding area of MWMO	1) Actively participate with community members A) Garden/create water reservoirs with Project Sweetie Pie B) Bring highly visible, interactive equipment to tabling event (table may be a barrier, consider removing) 2) Utilize community centers already used by multiple agencies A) Establish more community partnerships with established organizations 3) Invite/host events for community members at MWMO sites (e.g., field trips)	Better relationships between MWMO and community members  More effective communication within agency