



## Diversity, Equity, and Inclusion 2024 Strategic Plan

### **Diversity, Equity, & Inclusion Pledge:**

We live our values and embrace our culture. Our diverse voices, backgrounds, and experiences are fundamental to our success and critical for the population that we serve. We value strength in community, progress through passion, action with purpose, and belief in all people.

We solve problems together. We believe collaborating early and often is key to success and maintaining transparency. Our individuality adds perspective and experience to our team and helps to drive innovation, broaden connections, and inspire growth within the VOC.

Our behaviors drive the way we care for our Veterans, each other, and our community. Diversity, Equity, and Inclusion are essential for our culture and for our success as an organization.

### **Vision:**

To have a respectful and supportive workplace that enables us to attract and retain a diverse workforce that represents our clients and community.

### **Purpose:**

This strategy is a one-year plan to help us work towards our diversity, equity, and inclusion goals. It provides a shared direction and commitment for the DEI committee and the agency so we can work together to respect and value our diverse staff and clients and build a more inclusive workplace.

It comprises of four key goals and identifies the priorities and actions we will take in 2024. It outlines the key roles and responsibilities and how we will track progress and measure success.

### **Goals:**

1. Workplace inclusion – Foster a culture that encourages collaboration, flexibility, and fairness to enable all employees to contribute to their potential and increase retention.
2. Sustainability and accountability – Identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.
3. Enhanced client support – Create a culture of diversity and inclusion for clients as well as staff so we can better support the needs of our veterans.



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Goals	Objective	Actions	Key Staff and Groups	Deadlines and Schedules	Success will be measured...
Workplace inclusion	Foster a culture that encourages collaboration, flexibility and fairness to enable all employees to contribute to their potential and increase retention.	<ol style="list-style-type: none"> <li>1. Host trainings to educate staff on topics of diversity and inclusion.</li> <li>2. Acknowledge and celebrate diversity among staff through activities and events throughout the year.</li> <li>3. Share the staff climate survey annually to gauge staff diversity as well as feelings and attitudes towards DEI at VOC.</li> </ol>	All VOC staff	<ol style="list-style-type: none"> <li>1. The committee will host a minimum of six staff trainings in 2024.</li> <li>2. The committee will host a minimum of four staff activities and events in 2024.</li> <li>3. Climate survey will be shared annually.</li> </ol>	<p>By attendance and participation. Our goal is to have:</p> <ol style="list-style-type: none"> <li>1. Every staff member attend at least four DEI trainings in 2024.</li> <li>2. At least 75% staff participation in non-training events or activities planned.</li> <li>3. 90% staff participation in the climate survey.</li> </ol>



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Sustainability and accountability	Identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.	<ol style="list-style-type: none"> <li>1. Work with senior leadership and agency managers to improve knowledge of DEI best practices and develop their DEI leadership skills.</li> <li>2. Maintain an open-door policy to the DEI committee to support and advise staff with any DEI related issues they may face in their dealings with clients, other staff, or community partners.</li> <li>3. Prepare semiannual reports detailing DEI initiatives and accomplishments to be shared with the agency and board of directors.</li> </ol>	Agency managers, all VOC staff, agency board of directors	<ol style="list-style-type: none"> <li>1. The committee will host at least one training in 2024 for staff in leadership roles to develop their DEI leadership skills.</li> <li>2. The committee will remind staff of their availability and encourage staff to utilize them as needed at least once every other month through email and reminders at all-hands and committee meetings.</li> <li>3. The DEI reports will be prepared and available by the July and December board meetings.</li> </ol>	<ol style="list-style-type: none"> <li>1. Based on climate survey responses to questions regarding support from supervisors and feelings of being supported by the agency.</li> <li>2. By the number of staff who utilize the DEI committee as a resource when they need.</li> <li>3. Based on feedback from staff and the board of directors.</li> </ol>



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Enhanced client support	Create a culture of diversity and inclusion for clients as well as staff so we can better support the needs of our veterans.	<ol style="list-style-type: none"> <li>1. Host trainings to educate staff on topics of diversity and inclusion so they can better serve clients of diverse backgrounds.</li> <li>2. Continue to enhance our public diversity representation through representation and acknowledgement on social media and our website.</li> <li>3. Host events celebrating diversity for clients.</li> <li>4. Perform outreach to local diversity groups with the goal of identifying new clients and to local DEI committees to discuss veterans as a diversity group and share about how to best support veterans in the community.</li> </ol>	All program staff, Advancement department, clients, community partners	<ol style="list-style-type: none"> <li>1. The committee will host a minimum of six staff trainings in 2024.</li> <li>2. Social media initiatives will be scheduled around diversity representation and cultural holidays in 2024.</li> <li>3. The committee will host a minimum of one diversity focused event geared towards clients in 2024.</li> <li>4. The DEI committee will organize four outreaches to local diversity groups, and two outreaches to local DEI committees.</li> </ol>	<ol style="list-style-type: none"> <li>1. By staff attendance. Our goal is to have every staff member attend at least four trainings in 2024.</li> <li>2. Based on feedback from staff and the committee.</li> <li>3. By attendance of staff, clients, and community partners.</li> <li>4. By the increase of clients from diverse backgrounds utilizing VOC services in 2024.</li> </ol>