

# DEI Strategic Plan

## People

Develop equitable, inclusive structures and processes that enable us to become a learning organization.

Build diverse, high-functioning teams at all levels that consistently embrace behaviors that engage and connect staff to our mission and each other, foster trust and psychological safety, encourage healthy conflict, build commitment, ensure accountability, and lead to mission results.

## Reach

Gain clarity about and understanding of the people we currently serve, as well as prioritize those we hope to serve, in order to develop an equitable distribution plan.

Diversify distribution pipeline for all Innovation offerings.

## Impact

Systematically improve our program development and support processes to deliver more culturally relevant offerings.

## Operations

Implement a talent-management system that aligns all “people processes” to our core values, using a diversity, equity, and inclusion (DEI) lens to ensure we attract, develop, and retain high performers at all levels of the organization.