



DHSS: “3 in 6” Inclusion & Diversity actions (Version 1.0)

- 1. Relaunch inclusion and diversity employee council**
 - *Cross-divisional group of team members that emphasize a dedicated focus to inclusion and diversity*
 - *Educate DHSS staff and bring awareness to the importance of cultural competency, diversity, and inclusion in the workplace (speaker series, books clubs, promote cultural observances, conduct listening groups, etc.)*
 - *Relaunching existing team; Lunch/learn scheduled for October 21st, speaker- Laura Mueth, Governor’s Council on Disability; Dept. Director introduces 3 in 6 plan on DHSS Dose*
 - *Identify team members from each division, organize team with charter, objectives and purpose; Schedule initial meeting*

- 2. Establish inclusion and diversity learning path for DHSS team members**
 - *Ensure DHSS leaders develop cultural, inclusion and diversity competency*
 - *Increase the cultural competency of all DHSS team members*
 - *7 courses have been identified and learning path in MOLearning has been created*
 - *Communicate established learning opportunities to DHSS team members by November 1, 2020*

- 3. Create and implement policy that ensures program and service delivery is culturally appropriate**
 - *Adopt and utilize the Culturally and Linguistically Appropriate Services (CLAS) standards as guidelines*
 - *Make certain all DHSS programs and services are culturally aware and appropriate at all stages*
 - *Draft policy has been reviewed and is being edited*
 - *Review be DHSS senior leadership and OGC; implementation expected by November 15*

