



DNR: “3 in 6” Inclusion & Diversity actions (Version 1.0) (1/2)

1. Inclusion And Diversity Council

- *Description:* Established a Diversity Council with initial core members from the executive team as well as colleagues with relevant areas of expertise. The next phase will be adding representatives to serve designated terms on the council.
- *Desired impact:* Serve as a hub for exchanging information, ideas, and feedback as well as being a catalyst for both action and activity.
- *Current status:* Formed in January 2020 and continues to evolve.
- *Next steps:* Solicit nomination of colleagues who would be good advocates to serve on the council. Conduct a survey to obtain baseline data. Identify initial priorities and activities. Recommend a MO Learning course on implicit bias with the option of a discussion group to discuss applying key learning.

2. Recruiting And Outreach Strategy

- *Description:* Develop multi-faceted strategy for recruiting and outreach to positively impact diversity in recruiting, hiring, and retention.
- *Desired impact:* Increase the diversity and size of our applicant talent pool. Attract, hire, and retain a highly qualified diverse workforce.
- *Current status:* Involving more DNR colleagues in identifying STEM colleges, outreach opportunities, and career fair events. Adapting to the new “virtual” approach to recruiting events.
- *Next steps:* Develop an extensive internal recruiter network within DNR. Continue to identify new outreach opportunities. Identify ways to minimize perception gaps impacting the recruiting and hiring process.





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3. Hidden Histories/Missouri Untold Stories

- *Description:* The Hidden Histories initiative seeks to create personal connections with underserved audiences by identifying and telling little known or untold stories that reveal Missouri’s history and represent its diversity.
- *Desired impact:* Threefold: use sociodemographic data to identify communities not being reached and the most effective way to reach them; develop a process for stakeholder review of interpretive messaging to determine if it is inadvertently unwelcoming to certain audiences; and research to find stories that provide a comprehensive narrative of our history.
- *Current status:* Coordinating with Lincoln University to review African American exhibits at the State Museum; hosting three meetings with field team members to identify local underserved communities; and soliciting field team members to begin researching and developing themes into stories that have appeal to a diverse audience.
- *Next steps:* Launch a campaign to tell the identified stories for Missouri’s bicentennial commemoration (spring 2021); develop a schedule of panel and exhibit reviews; identify funding sources to assist in contracting for review; and determine the best methods of community engagement to discover sources for research material.

