



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

1. Diversity and Inclusion is a DOR FY21 Transformational Initiative

- *Description: Diversity and Inclusion is a transformational initiative for FY21 and part of our monthly dashboard report.*
- *Desired impact: To create the strongest possible organization environment that supports diversity and promotes inclusion.*
- *Current status: The department is at 26% completion of the action plan for this initiative.*
- *Next steps: Continue publication of the monthly newsletter, research and present an unconscious bias training to team members, create diverse community recruitment partnerships and begin meeting with diverse internal focus groups to better understand the DOR culture.*

2. Team Member Education and Communication

- *Description: The Diversity and Inclusion Employee Council identified opportunities to educate team members related to diversity topics, the council maintains a diversity intranet site, and publishes a monthly HR Brief that includes diversity and inclusion messaging.*
- *Desired impact: Diversity and Inclusion becomes a familiar message in the Department.*
- *Current status: The Council meets monthly and the newsletter is published monthly. The Council plans to hold culture talks with team members to discuss and brainstorm ideas to improve the culture at DOR.*

3. Community Outreach

- *Description: The DOR works closely with external partnerships to promote diversity and inclusion.*
- *Desired impact: Increases diversity recruitment*
- *Current status: Attended an outreach event with Lincoln University and also partnering with them for internship opportunities.*

Other Notes of Interest: Diversity and Inclusion Council established in 2018 – Team member nominations- Vision and Goals – Activities such as ADA awareness , Women’s Equality, Hispanic Heritage month - Google translate on internet–required Diversity, Harassment and Discrimination training classes – Guest speaker – Dr. Kevin McDonald, former Vice Chancellor of Diversity at MU – Council member community service (Veteran’s hospital visit)

