

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



1. [Hire Assistant to the Director - Inclusion & Diversity]

- *Description: [Create an Administrative position that leads the strategic development, delivery and assessment of the Department’s external and internal diversity and inclusion efforts.]*
- *Desired impact: [Collaboration with leadership, staff and partners to facilitate bold organizational change by incorporating inclusion and diversity into all aspects of the Department.]*
- *Current status: [Action completed on September 15, 2020]*
- *Next steps: [Create, develop and execute a framework (I.e. formation of Internal I&D Council; develop method and tools to acquire, measure and report data on diversity, equity, inclusion programs and initiatives across the Department to show accomplishments and to support regular communication of diversity initiatives.)]*

2. [Internal/External I&D Messaging]

- *Description: [In conjunction with Leadership develop messaging that communicates the importance of I&D to the business performance of MDC staff.]*
- *Desired impact: [Staff motivation and empowerment to enhance I&D learning, create communication, understanding and promote new concepts related to diversity and inclusion, while creating synergy across the organization.]*
- *Current status: [This task began with the announcement of the Inclusion and Diversity position and has continued internally/externally and will be considered on-going. Thus far, messaging for our new initiative has been announced internally and externally. (Internal communications, MDC face book, SE Missourian (newspaper), Association of Fish & Wildlife Agencies, and the MDC Partner Meeting. Started on Sep. 16, 2020)]*
- *Next steps: Internal/External Communications Plan in Process*

3. [Evaluate current MDC staff diversity and regional public service demographics]

- *Description: [Create and publish standard I&D measures at the state, regional and district levels.]*
- *Desired impact:[Analysis of organizational metrics, practices, and policies to target opportunities for establishing I&D accountability and solidification of I&D.]*
- *Current status: [Currently working with HR to obtain staff demographic data (10-1-2020) and will soon be working with Regional Administrators to evaluate regional citizen demographics, public service demographics and establish underserved regional demographic targets.]*
- *Next steps: [Once staff demographics and regional demographic targets are obtained; goals and metrics will be established for evaluation. 12-31-2020]*

