



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

1. OA Town Hall I&D Plan Announcement

- **Description:** OA Town Hall will serve as the launching point for our I&D initiative. We have invited the MLA – I&D team to present their project to our workforce and speak to the “why” I&D is important.
- **Desired impact:** We will use the Town Hall to maximize OAs efforts in communicating it’s I&D plans the workforce.
- **Current Status:** The Town Hall is scheduled for October 21, 2020.
- **Next steps:** Develop communication strategy for OAs I&D efforts.

2. Training to support I&D efforts

- **Description:** OA has identified trainings we believe will assist in promoting psychological safety and developing diverse teams for its leaders and workforce.
- **Desired impact:** The trainings will assist and support ongoing conversations and engagement within the workforce.
- **Current status:** Reviewing identified trainings on MoLearning that will be most beneficial to OAs efforts.
- **Next steps:** Identify additional trainings and resources to support Leadership Development Rule and staff development.

3. Review Employee Demographics (Hiring Processes)

- **Description:** OA is in the process of reviewing it’s employee demographics to include management level positions.
- **Desired impact:** By reviewing OA’s employees demographics we can develop new strategies for recruitment and retention efforts which will assist in having a more diverse workforce.
- **Current status:** September 2020, division leaders were presented employee demographics for review.
- **Next steps:** Discuss plans to address areas for improvement.

