

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

1. Team member communication

- *Description: Director communication with team members about commitment to supporting inclusion and diversity and introduction of 2020-2021 plan.*
- *Desired impact: Show of support for inclusion and diversity.*
- *Current status: Drafting plan*
- *Next steps: roll out to Leadership*

2. Connect Department-wide monthly publication

- *Description: Articles sharing cultural and diversity .*
- *Desired impact: Developing inclusive and informed team members.*
- *Current status: Compiling list of topics.*
- *Next steps: Funding resources to address the topics.*

3. Job Postings – include diversity statement on all department job postings.

- *Description: The State of Missouri is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.*
- *Desired impact: More inclusive hiring and begin an internship/mentor program.*
- *Current status: Including a statement on diversity in our job postings.*
- *Next steps: Requiring DCI supervisors and managers to complete Diversity, Inclusion and Belonging for Leaders and Managers of the State of Missouri learning path in MOLearning.*

