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.