



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

### 1. Training to support diversity, equity, and inclusion

- **Description:** DHEWD launched trainings at our quarterly all-staff meetings. The first topics we covered include psychological safety and implicit bias. In addition, members of the DHEWD leadership team are working with DESE and our national organizations to build skills on designing policies to drive equitable outcomes.
- **Desired impact:** If effective, these trainings will impact QPS practices including talent development, employee involvement, and supportive leadership, and outcomes including engagement and leadership. In the long term, trainings will also impact education outcomes in Missouri.
- **Current status:** First training was in July; will continue throughout FY 21.
- **Next steps:** Staff are planning additional trainings.

### 2. Website review to ensure that all content is accessible and reflects the diversity of the citizens we serve

- **Description:** DHEWD will review the department’s websites to ensure all content is accessible, including to those with visual impairment, and visually reflects the state’s diverse population.
- **Desired impact:** Website engagement.
- **Current status:** This is a CY 21 placemat initiative. Staff have been trained and learned software.

### 3. Increase disaggregation of data and use of that data in decision-making

- **Description:** DHEWD will provide data that is disaggregated by race, gender, age, and region to the maximum extent possible, and use that data in making decisions and formulating policy.
- **Desired impact:** To the maximum extent possible, all reports produced in CY 21 will include disaggregated data.
- **Current status:** Some ad hoc work is already underway. DHEWD will produce a second Equity in Higher Education report in October and will present disaggregated fall 2020 college and university enrollment data in December.
- **Next steps:** This is a CY 21 placemat initiative that will launch formally in January.

