1. **Relaunch inclusion and diversity employee council**
   - Cross-divisional group of team members that emphasize a dedicated focus to inclusion and diversity
   - Educate DHSS staff and bring awareness to the importance of cultural competency, diversity, and inclusion in the workplace (speaker series, books clubs, promote cultural observances, conduct listening groups, etc.)
   - Relaunching existing team; Lunch/learn scheduled for October 21st, speaker- Laura Mueth, Governor’s Council on Disability; Dept. Director introduces 3 in 6 plan on DHSS Dose
   - Identify team members from each division, organize team with charter, objectives and purpose; Schedule initial meeting

2. **Establish inclusion and diversity learning path for DHSS team members**
   - Ensure DHSS leaders develop cultural, inclusion and diversity competency
   - Increase the cultural competency of all DHSS team members
   - 7 courses have been identified and learning path in MOLEarning has been created
   - Communicate established learning opportunities to DHSS team members by November 1, 2020

3. **Create and implement policy that ensures program and service delivery is culturally appropriate**
   - Adopt and utilize the Culturally and Linguistically Appropriate Services (CLAS) standards as guidelines
   - Make certain all DHSS programs and services are culturally aware and appropriate at all stages
   - Draft policy has been reviewed and is being edited
   - Review be DHSS senior leadership and OGC; implementation expected by November 15