



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

### 1. Diversity, Inclusion and Belonging Council

- *Description: 20 DSS team members from diverse backgrounds, tenure and regions of the state. Leadership academy graduates are part of the team. Council front line to mid-level management.*
- *Desired impact: Engage DSS team members and DSS leadership to develop strategic goals and short term/long term plans.*
- *Current status: Team named. First council meeting September 10. In the interim, Reggie McElhannon (exec lead) meeting one or small group of council members. October 21 meeting scheduled.*
- *Next steps: Council members scheduling local focus groups. October 21 Council work on strategic goals/planning.*

### 2. Team Messaging

- *Description: All team video message from Acting Director. Announced the council and DSS team access to that council / all team opportunity to be a part of the work.*
- *Desired impact: DSS team see this as priority and have a pathway to participate*
- *Current status: September 18 Acting Director message. September/October town halls reinforcing message. Ongoing topic/updates at monthly managers meeting and in all team messaging*
- *Next steps: Follow up all team messaging on council work from October 21 meeting and communications plan (below)*

### 3. Communicating/Marketing

- *Description: Communications plan: all team, manager specific, feedback opportunities*
- *Desired impact: Meaningful, relative communication that “sticks” with team members and more than one feedback loop.*
- *Current status: Using the word SAIL to establish what we want (Sustainable, Authentic, Impactful and Localized).*
- *Next steps: Establishing team member feedback loops (emails, town halls, etc.) and more “detail” behind SAIL*

