

WORK STREAM

DEI:

- Create support groups for interested staff

DEI:

- Establish benchmarks and goals for Trillium DEI

DEI/ARWG:

- Provide training on how to deal with racist comments from managers;
- Provide training on how to deal with racist families/members

DEI/TRAINING/NETWORK:

Increase the diversity within the provider group, which may include adding proof of cultural competency as a requirement (part of Network/provider training plan)

DEI/TRAINING:

- Provide professional development training/opportunities for staff;
- Include Directors and Executives in the leadership development program and create ongoing learning opportunities/mechanisms; Establish a formal career development programs

DEI/HR:

- Customize job postings with language to attract more diverse candidates;
- Share baseline and annual data around diversity at Trillium; add to recruiting website

INCLUSION COUNCIL:

- Define HR's role (if any) in progressive HR practices (e.g., talent development, leader support, employee engagement);
- Projects to improve morale such as Employee of Month, agency holiday parties, diversity celebrations, employee spotlights, etc.; Add a clearly defined cultural element to the DEI Director role and set of responsibilities

INCLUSION COUNCIL:

- Establish book clubs for interested employees;
- Establish "lunch and learns" for introduction to staff/roles

DEI/FINANCE/HR:

- Identify specific triggers for salary advancement, such as relevant certifications, licensure, and education (specific dollar values or percentages will need to be determined for each trigger)

DEI/ARWG/HR:

- Create formal recruitment plan which includes a focus on diverse channels (DONE, publicly shareable, housed in ADP);
- Update the Code of Conduct to included written standards around equality/diversity;
- Improve and align policies, processes, and practices for internal hiring (including rolling feedback into performance management); as well as reporting issues/grievances (DONE, included in last newsletter, worth repeating frequently and at NEO)

