



CENTRALINA
REGIONAL COUNCIL

Diversity, Equity & Inclusive Initiative

FY2021

Importance of the Work

Our Why

Diversity:

- More voices at our table

Inclusion:

- Core Values
- Expectation of Leadership
- Team Morale

Equity:

- Imperative for our success

The Work Ahead

Guiding Questions

- What we are doing well and need to continue to do?
- Where do we need to improve?
- What does our future state look like?
- What are the steps to get there?

The Work Ahead

What are we doing?



Learning Program

Components

- 8 sessions for all-staff, team member and leader groups
- Monifa Drayton - LEAD² facilitator and coach
- Post-session evaluations by LEAD²
- Optional watercooler with CD Team after sessions
- POC: Venecia

Timeline/Next Steps

October - February

Individual Resources & Coaching

Components

- DEI Initiative MSTeams channel resources page
- DEI Spotlight in Staff Bulletin
- Coaching: Monifa Drayton - LEAD² available for one-on-one sessions.
- POC: Venecia

Timeline/Next Steps

Throughout the FY



Surveys

Components

- Initial Survey
 - Baseline questions on current state (org) and individual knowledge
 - CD Team engaged
 - LEAD² administering
- Follow-Up Survey
 - Learning session impact
 - Reflections on work to date
 - Scoping of work for next fiscal year
- POC: Geraldine & Venecia

Timeline/Next Steps

Initial Survey: Released after 10/5 learning session

Follow-Up Staff Survey:
April 2021

Values, Policy & Process Review

Components

- DEI Statement
- Values & DEI Spotlight at All-Staff Meetings
- Salary Survey
- Policy & Procedures Review

Timeline/Next Steps

- DEI Statement and Initiative scope posted to Centralina website
- Spotlight – starts at November All-Staff
- Salary Survey and Policy/Procedure review scoping and procurement to begin Jan 2021



Good Practice & Peer Review

Components

- Participation in efforts by National Association Regional Councils peer dialogue and other national/state associations, e.g. APA, NADO, N4A
- Direct dialogue and engagement with peer regions on internal DEI initiatives and results (e.g. Boston, Atlanta)

Timeline/Next Steps

Throughout the FY

Recommendations Roadmap

Components

- SWOT analysis of work done under the initiative, including findings from surveys and policy review
- CD team engaged in recommendations development; all-staff feedback on draft
- Process aligned with workplan and budgeting for FY22

Timeline/Next Steps

- Late Spring 2021

Timeline

