



**CENTRALINA**  
REGIONAL COUNCIL

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**Diversity, Equity & Inclusive Initiative**

FY21-FY22

# 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 - LEAD<sup>2</sup> facilitator and coach
- Post-session evaluations by LEAD<sup>2</sup>
- Optional watercooler with CD Team after sessions
- POC: Venecia

### Timeline/Next Steps

*Completed Feb. 2021*

## Individual Resources & Coaching

### Components

- DEI Initiative MSTeams channel resources page
- DEI Spotlight in Staff Bulletin
- Coaching: Monifa Drayton - LEAD<sup>2</sup> 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
  - LEAD<sup>2</sup> 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: Completed

# 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 (Completed)
- Spotlight – starts at November All-Staff
- Pay & Classification Study (Starting October 2021)
- Policy/Procedure review and updated to Title VI plan (Starting October 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** Initial Review Completed

## 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

- Completed at April 2021 All Staff Retreat

