



Diversity and Inclusion Strategy

VISION

To maintain a culture of inclusion focused on optimizing the rich diversity present in our workforce and workplace.

MISSION

To be intentional in creating space for diverse perspectives and styles in the implementation and execution of the strategy of Big Thought (BT).

GOALS

1. Review BT Strategy; integrate Diversity & Inclusion Strategy (*Ongoing*)
2. Provide Mandatory Education & Training (*Ongoing*)
 - a. Reinitiate Goal and Performance Assessments for accountability and identify staff development
 - b. Provide training on harassment in the workplace
3. Review Policies & Procedures to ensure compliance (*Ongoing*)
4. Review Recruitment & Hiring Processes (*Ongoing*)
 - a. Increase BT job postings to diverse organizations
 - b. Intentionally recruit from diverse educational institutions
 - c. Enhance interviewing process to include cross departmental panelists
5. Enhance new hire orientation program to align to BT vision and mission (*Ongoing*)
6. Enhance employee participation in community involvement (*Ongoing*)