

# DIVERSITY & INCLUSION PLAN



MISSOURI FOUNDATION FOR HEALTH

Missouri Foundation for Health (MFH) strives to provide a fair, inclusive and respectful working environment. Embracing diversity at MFH holds us all accountable to each other and to the wider community. This supportive environment results in helping us fulfill our mission to improve the health of the people in the communities we serve.

# INTRODUCTION

*PRIDE is MFH's staff led diversity and inclusion council whose mission is to serve as a change agent, and to address and promote matters dedicated to diversity and inclusion (D&I) while embracing MFH Workplace Values. In support of this mission, PRIDE has developed a Foundation-wide Diversity & Inclusion Plan to begin in 2014.*

It is important to note that not all the goals, strategies and priorities of the plan will be pursued at once. The plan is meant to be long-term, allows for flexibility over time, and is expected to change as goals are achieved, as the Foundation's priorities change over time, and in response to changes in the workplace and external environments.

PRIDE will continue to support the Diversity & Inclusion Plan by developing and leading a review process by which to select the D&I goals the Foundation should pursue. These goals and strategies will be selected based on staff input, relevance to the Foundation's current priorities and the availability of necessary resources.

Once the current D&I goals and strategies have been established, PRIDE will continue to suggest potential and current priorities in support of the strategies and goals. PRIDE will review the Diversity and Inclusion Plan at least annually to suggest updates as needed. Finally, PRIDE will also support the Diversity and Inclusion Plan by tracking the progress and impact of individual priorities and strategies.

## THE DIVERSITY & INCLUSION PLAN INCORPORATES FOUR DIFFERENT LEVELS OF PLANNING:

<b>AREAS OF IMPACT</b>	Areas in which MFH can influence positive changes in diversity and inclusion internally and externally
<b>GOALS</b>	Objectives whose results can positively affect diversity and inclusion
<b>STRATEGIES</b>	Various means by which to achieve a goal
<b>PRIORITIES</b>	Distinct actions, events or projects to carry out a strategy

# 4 AREAS OF IMPACT



# WORKFORCE

## AREA OF IMPACT

**GOAL 1:** MFH will recruit and retain a high-performing diverse workforce

### STRATEGIES:

- Expand recruitment efforts to attract a more diverse pool of applicants
- Develop policies and benefits that will help attract and retain a diverse workforce
- Develop and maintain a set of diversity and inclusion measures to track recruitment and retention efforts, and provide a mechanism for refining plans

**GOAL 2:** MFH will promote professional development and leadership programs to retain a diverse staff

### STRATEGIES:

- Encourage individual professional development activities and leadership opportunities
- Encourage participation in internal and external mentoring programs

# PRIORITIES

## CURRENT

- MFH review of HR policies
- Review of other policy and procedures by a cross-functional staff team
- Development of a MFH mentoring program

## PLANNED

- Development of a MFH management training and development program

## POTENTIAL FUTURE

- Creation of an employee professional development toolkit
- Developing a recognition mechanism for individual development plan achievements

# WORKPLACE

## AREA OF IMPACT

**GOAL 1:** MFH will have a diverse and inclusive workplace culture that encourages respect, open communications, collaboration, flexibility and fairness

### STRATEGIES:

- Integrate diversity and inclusion into our workplace culture
- Promote accountability, commitment and engagement among leaders regarding D&I in the workplace
- Improve internal communications to increase inclusiveness among staff

**GOAL 2:** The mission of MFH will be realized by a diverse workforce that accepts individual ownership of the MFH Workplace Values

### STRATEGIES:

- Emphasize the meaning and importance of MFH Workplace Values among staff
- Reinforce individual accountability to support MFH Workplace Values

# PRIORITIES

## CURRENT

- Conducting PRIDE diversity and inclusion awareness training activities
- Improving our internal communications practices
- Offering learning opportunities for all staff
- VIP Workplace Values incentive program

## PLANNED

- Development of a MFH management training and development program

# GRANTEES

## AREA OF IMPACT

**GOAL 1:** MFH will have a collaborative culture that values grantees as partners

### STRATEGIES:

- Expand outreach efforts to attract grant applications from diverse organizations and underrepresented populations
- Develop processes that are respectful of grantees and show they are valued by MFH
- Encourage MFH volunteerism with current and past grantees

# PRIORITIES

## CURRENT

- Grantee surveys such as CEP Grantee Perception
- Grantee convenings and trainings

## POTENTIAL FUTURE

- Facilitate cultural competence and outreach training for staff
- Produce bilingual/multilingual MFH communications with inclusive language
- Expand MFH outreach through diverse social media outlets
- Actively promote grantee events that seek volunteers
- Recognize staff member's volunteer efforts

# COMMUNITY

## AREA OF IMPACT

**GOAL 1:** MFH will be known as an organization that is appreciative and understanding of diverse communities

### STRATEGIES:

- Develop an ongoing mechanism to actively solicit feedback from diverse communities
- Develop communication strategies to promote MFH diversity and inclusion practices
- Encourage MFH volunteerism with diverse organizations in the MFH service area

# PRIORITIES

## CURRENT

- Highlight MFH D&I philosophy and efforts on our MFH website
- Increase outreach and networking with other organizational diversity councils

## POTENTIAL FUTURE

- Gather and share staff's diversity experiences in the community
- Invite community leaders to speak to staff about D&I experiences and issues in their community
- Publish in D&I literature
- Sponsor diversity and inclusion events in our service area