



MID-STATES

Friday, January 15, 2021

We Need You!

- July & August 2020
Safe Space Conversations.
- October 2020
DE & I Strategic Plan (Road Map created).
- November 2020
Voices for Equity began training.
- December 2020
Board of Directors trained.
- January 2021
1st Meeting for DE & I Work Group (consists of board of directors, staff, community partners, and clients).
- February 2020
all employees trained in Diversity and ongoing training quarterly.

Diversity, Equity, & Inclusion Work Group



Three Work Groups, which consist of board members, community partners, and senior staff.

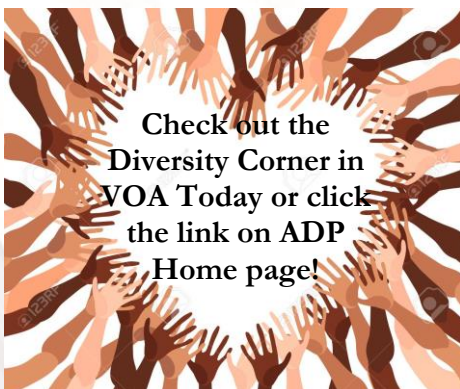
We are looking for some front line staff or mid-level managers and former clients to work in these groups to help us make the biggest impact on our people, our mission, our quality, and our community relations!

How much time will this require?

Each group will meet Monthly as an individual group then quarterly as a whole.

What are the different groups and what will they focus on?

- People Group led by Terri Montgomery, CPO will focus on those things that affect our employees such as: pay, benefits, promotions, employee development, policies, etc.
- Missions Group led by Rita Finnie, VP of DEI & Q will focus on all the people we serve and those things that affect them such as living environments, inclusion in programs, etc.
- Quality & Community Relations Group led by Jennifer Hancock will focus on the quality of our programs, donors, fundraising, journeys, new partnerships, and new programs.



Check out the Diversity Corner in VOA Today or click the link on ADP Home page!

**FOR MORE INFORMATION/
SUGGESTION, CONTACT
A REPRESENTATIVE**

TODAY:

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