

- 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  
1<sup>st</sup> 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.

Friday, January 22, 2021

## We Still Need You!

### 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 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!**

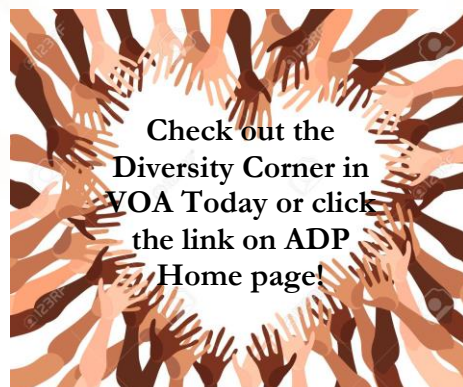
#### How much time will this require?

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?

- 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.

This is the only group that we do not have any representation in the client and employee group. Please let me know as soon as possible if you would like to be a part of the work group responsible for inclusive programs and residential environments.



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

**FOR MORE  
INFORMATION/  
SUGGESTION, CONTACT  
A REPRESENTATIVE  
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