

UCP Heartland's DEI Update

"Think of the world you want to see and then create a roadmap to get there."



INITIATIVES

Supported Employment – Client Inclusion initiative - 92% feel included on their worksites / all employees complete annual cultural competency training / Senior Leadership unanimously supported the incorporation of 5 DEI job skills competencies into the 2022 employee performance reviews / Senior Leadership and Management gave audience to DEI educational shares on topics such as Empathetic Leadership and Psychological Safety / DEI Retention Analytics



DEI COUNCIL

DEI Director received her "DEI in the Workplace certification / Annual Climate Survey results shared (Employee Newsletter and website) / In November the DEI Council began developing our UCPH Heritage-Diversity Calendar (represent the UCPH community) / Council growth of 1 new member / MHEIA book studies / DEI Dashboard / DEI Crime Scene Kitchen (highlighted Indian dessert)



ENGAGEMENT

23 Blue Ocean Brain participants (learning about the impact of perspective) / UCP Heartland's focus on inclusion and DEI fundamentals are shared at monthly New Hire Orientation meetings / Annual Annie Casey Foundation Assessment shows Senior Leadership and Management see racial equity improvements / NDEAM (National Disability Awareness Month) education on social media / Employee Psychological Safety baseline established (81%) / Word Wealth (Racial Equity terms defined in the employee newsletter)



SOME FUTURE ENDEAVORS

Develop a Supplier Diversity policy / DEI Council advising on 2023 CARF survey preparation / People We Serve DEI Dashboard / DEI Council seeking volunteer opportunities within the community – intentional outreach / Assess hiring practices / Take a Walk (About) in the park (educational engagement opportunity)

