

2020

Diversity, Equity and Inclusion Action Plan



Our Mission

Lutheran Community Services Northwest partners with individuals, families and communities for health, justice and hope.

Our DEI Commitment

Structural inequities, unconscious bias and institutional racism are prevalent in our society. We are committed to incorporating Diversity, Equity and Inclusion (DEI) into our core values of Health, Justice and Hope. We understand that hearing and representing voices is not a finite path and cannot be perfect. This will be an evolving process.

Diversity, Equity and Inclusion Action Plan

Our DEI Agreements

Diversity is a demographic mix of many identities within the workplace. We will focus on those identities that receive systematic discriminatory treatment. Examples of identities include race, gender, ethnicity, religion, nationality and sexual orientation.

- [What this means at LCS Northwest:](#) We will make efforts to ensure that many identities are represented in all levels of the organization including our Board of Directors.

Equity is working toward an organizational culture that meets the diverse needs of our workforce, clients, and services. Equity is not synonymous with equality.

- [What this means at LCS Northwest:](#) Because we each have different strengths and abilities as well as disadvantages or barriers, as an organization, we will strive to give all employees the necessary resources to complete their job duties. Resources are based on individual employee needs.

Inclusion is an environment where all individuals are treated fairly and respectfully, have equitable access to opportunities and resources and can contribute to our organization's success.

- [What this means at LCS Northwest:](#) All levels of organizational leadership will continually look for possible barriers and unconscious biases that prevent voices of marginalized identities from being heard.



Summary of Goals

Goal 1: We commit to and prioritize DEI in order to provide culturally-appropriate and responsive services to communities we serve. We will actively work to dismantle systems of oppression.

Goal 2: : We will intentionally reflect on and demonstrate DEI practices in our everyday organizational systems, structures and actions.



Strategies and Tactics

Goal 1 We commit to and prioritize DEI in order to provide culturally-appropriate and responsive services to communities we serve. We will actively work to dismantle systems of oppression.

G1-Strategy 1: Prioritize the communication of our DEI commitment both internally and externally.

G1-S1-Tactic 1: Our annual DEI plan will be a part of our daily workflow.

G1-S1-Tactic 2: We will share our annual DEI plan with communities, partners, funders, and key stakeholders.

G1-Strategy 2: Increase the voice of marginalized communities in our service delivery.

G1-S2-Tactic 1: Our development team will work to secure funding that includes funding for service delivery evaluations from our clients.

G1-S2-Tactic 2: We will create feedback loops from marginalized communities that we serve.

Goal 1 Key Metrics:

1. Our DEI Action Plan will have a prominent place on our external facing communications (website, annual communications, etc.) and is available to staff (intranet and resource library).
2. We will track revenue results for funds intended to evaluate service delivery from a client perspective.

Goal 2 We will intentionally reflect on and demonstrate DEI practices in our everyday organizational systems, structures and actions.

G2-Strategy 1: Train Human Resources staff on incorporating DEI practices.

G2-S1-Tactic 1: We will educate HR Business Partners about DEI practices each year.

G2-S1-Tactic 2: We will review and, where relevant, update our agency policies so they include DEI.

G2-S1-Tactic 3: We will incorporate DEI into staff training and onboarding practices.

G2-S1-Tactic 4: We will review annually the agency's compensation plan for equity.

G2-Strategy 2: Infuse DEI into districts and management.

G2-S2-Tactic 1: We will educate annually district leadership.

G2-S2-Tactic 2: We will draft a charter to develop DEI committees. The charter will include:

- vision and purpose of committees
- structure for forming the committees
- roles within the committees
- methods for allocating staff time when serving on committees



G2-Strategy 3: Develop, invest in and commit to a robust and ongoing DEI education plan.

G2-S3-Tactic 1: We will develop an annual DEI training budget and plan.

G2-S3-Tactic 2: The Board, executive team and district leadership will participate in annual DEI trainings.

Goal 2 Key Metrics:

1. 100% of HR staff will have documented proof of annual training on incorporating DEI into practices.
2. DEI will be included in onboarding procedures. We will have a strategy in place for training staff.
3. A charter for DEI committees will be drafted, and an HR implementation plan will be included in the 2021 DEI Action Plan.
4. 100% of the Board and Executive Team will be trained on DEI, and annual trainings will be incorporated into performance assessments plans.
5. 100% of district leadership will be trained on DEI, and annual trainings will be incorporated into performance assessments plans.





2020

Diversity, Equity and Inclusion Action Plan