

# & DIVERSITY EQUITY INCLUSION



LUTHERAN  
**Community  
Services**  
NORTHWEST



**Back row:** Ron Weaver (MCS) David Dunea (Exec Team) Garrick Jackson (Klamath Falls) **Front row:** Kira Barsotti (HR, Yamhill) Kerrisan Meyer (Exec Team) Anahi Rodriguez (Tri-Cities) Julia Sheafor (Spokane) **Not Pictured:** Hazrat Khan (GPS) Sherri Walker (Shared Services) and Ilias Alami (Advancement)

## 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.

**Goal 1:** We prioritize DEI to increase awareness and provide culturally-appropriate and responsive services to communities we serve. We will advocate for changing systemic oppression in our communities.

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

## 2021 - 2022 Action Plan Highlights

**June 2021** - Created a system to clearly and consistently update staff on the DEI Committee's activities and impact.

**January 2022** - Launched a DEI-specific webpage within our internal Intranet

**December 2022** - Launched an external review of agency policies with a DEI lens to be completed in 2023.

**May 2021** - Expanded DEI Committee to include District and Shared Service representatives

**October 2021** - Created/established a local DEI committee and assess for local needs and priorities

**June 2022** - Participated in agency-wide Building Movement Race Equity Assessment