

Our Mission

As a community steward, we are dedicated to authentically serving all members of our community, and accomplish this through creating positive change in the lives of a diverse group of individuals through a ministry of service. We celebrate the uniqueness of each individual within an intentionally diverse and welcoming environment. To this end, each of us embrace and leverage the diversity of all team members, volunteers, board members, stakeholders, and clients.



Volunteers of America®

MID-STATES

Friday, November 13, 2020

Diversity, Equity, and Inclusion Strategic Plan



People Goals

- Opportunities for professional development
- Scholarship program for black and brown employees
- Policy changes and training
- Recruitment of black and brown applicants
- Communication plan across multiple platforms



Mission Goal

- Align vendors through the lens of our core values
- Add services which meet needs of black and brown people and evaluate current services
- Meet spiritual needs of all people
- Partner with organizations doing the DE & I work we want to do

VOA Ambassadors

Volunteers of America Mid-States is happy to introduce our VOA Ambassadors group who will begin training this month to facilitate crucial conversations. Please congratulate your team members listed below:

Jerry Brooks	Libby Mills
Randy Brothers	Jessica Martinez
Mary Croft	Dominic Norwood
Steven Fuller	Andrea Russell
Anna Giangrade	Donna Trabune
Jessa Henry	Mysty Underwood
Sarah Little	Anne Vandervort
Shreeta Waldon	

**FOR MORE INFORMATION,
CONTACT A REPRESENTATIVE TODAY:**
ritaf@voamid.org | (901)249-1083 | www.voa.org

FINANCIAL



Financial Goals

- Develop a Vendor list of black and brown vendors
- Develop a plan to hire more black businesses
- Evaluate contracts & develop a protocol to renegotiate contracts



Quality Goals

- Monthly Demographics reporting of all programs
- Use data to improve performance and grow programs
- Update IT services to become more connected
- Use feedback from satisfaction surveys to improve services



Community Relations

- Include stories of people of color in Speaker's Bureau
- Incorporate Restorative Justice in DE & I
- Include DE & I team when planning journeys and fundraisers
- Identify and cultivate donors that connect through our DE & I work
- Collaboratively create a Task force of Board members and community leaders to improve equality for black and brown people both organizationally and in the community.

