



DIVERSITY, EQUITY & INCLUSION PLAN

Policy Statement

Boone County Senior Services, Inc. (BCSSI) believes in fairness and equality and encourages the full participation of all individuals in fulfilling its mission to *promote independence and provide enriching opportunities for older adults in Boone County*. BCSSI recognizes the strength of diversity and celebrates a society of different individuals, cultures and perspectives whose knowledge, skills and talents enrich and strengthen us as a people. BCSSI believes in and promotes equal opportunity in its operations, community engagement, employment, decision-making and inclusion of diverse members of our community.

Definitions

Diversity is the collective strength of experiences, skills, talents, perspectives, and cultures that each employee and board member brings to BCSSI. BCSSI strives to maintain a balance on our board and among employees that includes the consideration for age, gender, ethnicity, skills, client interaction and geographic residence.

Equity is the quality of being fair and impartial in all aspects of the agency business, particularly as related to board and staff development.

Inclusion is about respecting and valuing the unique qualities each board member and employee adds to the organization.

Benefits of Workplace Diversity, Equity and Inclusion

Attract the best talent—BCSSI has a reputation for its workplace diversity and can attract the best available talent and skill in the county.

Avoid conflicts—Board members and employees feel supported in their ideas and beliefs and are therefore more productive. Each individual expects to be treated fairly and with respect, therefore an equitable culture is created.

Increase in clients and awareness—As BCSSI becomes more diverse and inclusive, our clients will also be more diverse.

OVERALL GOAL: To achieve diversity as defined by the following criteria with equity and inclusion as fundamental components:

Board Diversity

BCSSI tries to maintain a Board of Directors that is reflective of the communities within Boone County. We try to maintain a balance of the following diverse indicators:

Adopted 2021; reviewed 2024

1. Have representation from geographic locations of work or residence within the county
2. Maintain a reasonable balance between genders
3. Maintain a balance of age groups
4. Increase ethnic diversity when possible
5. Maintain a wide variety of work backgrounds
6. Representation from a client or client's family

Staff Diversity

Paid and Unpaid Staff shall have the skills and expertise necessary to perform their respective jobs. Diversity of gender, age, ethnicity, sexual orientation, religion and race shall be achieved as much as possible.

Client Diversity

Clients will be served without prejudice of gender, age, race, ethnicity, sexual orientation, religion or income.

Goals and Objectives

SHORT TERM

Goal 1: Increase number of people from diverse backgrounds

Action Step 1—Board members, staff and client profiles will be conducted annually to evaluate overall current diversity and inclusion.

Action Step 2—Nominating Committee will reflect on the diversity of current board members and recommend individuals for membership when filling vacancies.

Action Step 3—Yearend client data will be evaluated to identify areas of diversity and inclusion to promote more participation.

Action Step 4—Staff needs will be reviewed annually. Any additions or changes will take into consideration the diversity and inclusion of current staff.

Goal 2: Increase community awareness to be more inclusive

Action Step 1—Market BCSSI using a variety of materials (i.e. alternative formats)

Action Step 2—Promote inclusiveness through the website, annual report, social media and job applications.

LONG TERM

Goal 1: Review Diversity and Inclusion Plan every 2 years

Action Step 1—Board will review the plan annually

Action Step 2—Updates and changes to the plan will be instituted as necessary