

## St. Mary's Child Center Diversity Plan

### Diversity Mission Statement:

St. Mary's Child Center believes that all children are inherently competent, capable and strong. Based on that premise, the board and staff, through our strategic plan and coordinated diversity program provide children with the highest quality early childhood experiences designed to ensure success in school and in later life.

### Diversity Vision Statement

St. Mary's Child Center is nationally recognized as a high quality early childhood program. St. Mary's culture attracts children and families, board members, staff and volunteers that represent multiple dimensions of diversity. It is a fair and equitable culture in which the talents of every member of the St. Mary's Child Center community reinforces its values and contributes to achieving its mission.

### Top Organizational Goals

1. Program Goal: Impact more children and more children better
2. Outreach Goal: Share St. Mary's educational philosophy and methodologies with other educators and organizations who serve preschool children in poverty.
3. Fees for Service Goal: Transition what St. Mary's does really well into more income to sustain the mission.
4. Funding Goal: Broaden St. Mary's contributors' base

### Strategic Diversity Goals:

1. Foster an environment at St. Mary's Child Center that respects and celebrates differences and encourages inclusiveness.
2. Increase the recruitment, retention and representation of people of color, ethnic minorities, women, people with disabilities, people with a variety of careers and skills, socio-economic levels and other underrepresented board, staff and volunteers.
3. Develop and implement a system of education and training focusing on effectively managing and leveraging diversity for board, staff, and volunteers.
4. Build and strengthen partnerships with diverse communities, businesses, civic and community organizations to support diversity and multiculturalism at St. Mary's Child Center.

### Strategies:

**Goal 1:** Foster an environment at St. Mary's Child Center that respects and celebrates differences and encourages inclusiveness.

#### Strategy 1

- Add to job expectations the Platinum Rule: "Treat Others as They Want to Be Treated."
- *Measure: Include on job expectations for all staff*

#### Strategy 2:

- Review St. Mary's Diversity Statement
- *Measure: Revise written document as appropriate*

Strategy 3:

- Ensure staff career development and staff training for all employees
- *Measure: Continue to study and exhibit the values of collaboration and collegiality inherent in the Reggio Emilia philosophy. All staff members in the early childhood program participate in professional development activities together. All early childhood staff members plan, reflect and work on environments. Collaboration is valued for staff, board and children. Track staff training and evaluate collaboration through evaluations. This is a written expectation for staff.*

Strategy 4:

- Include in hire package and pass at staff meeting the document (revised for St. Mary's: Eight Things You Can Do to Foster Inclusion and Diversity at St. Mary's).
- *Measure: Include in hiring package and discuss at one staff meeting each year.*

Strategy 5:

- With input from recent hire and diverse employees, develop a new hire review and revise the new hire assimilation process and check list.
- *Measure: Document interviews and complete new documents*

**Goal 2:** Increase the recruitment, retention and representation of people of color, ethnic minorities, women, people with disabilities, people with a variety of careers and skills, socio-economic levels and other underrepresented board, staff and volunteers.

Strategy 1:

- Advertise job openings through diversity-focused organizations such as Radio One, the Diversity Roundtable, Churches, Diversity Job Fairs, Minority Webs Sites, Social Networking sites, employee referrals, Urban League, 100 Black Men etc.
- *Measure: Document postings*

Strategy 2:

- The Board Development committee will use resources from strategy # 1 for Board recruitment.
- *Measure: Document postings and recruitment*

Strategy 3:

- Interview and hire (if appropriate) interns and student teachers from local colleges and universities, or other sources for minority job candidates.
- *Measure: Document person hired from this strategy.*

Strategy 4:

- Use Board Matric to evaluate the needs for Board recruitment
- *Measure: Board development committee will continually update.*

Strategy 5:

- Create a mentoring program to aid in retention of board, staff and volunteers, especially for underrepresented groups.
- *Measure: Program developed, implemented and monitored for effectiveness*

**Goal 3:** Develop and implement a system of education and training focusing on effectively managing and leveraging diversity for board, staff, and volunteers.

Strategy 1:

- Conduct diversity and multiculturalism training for staff and board.
- *Measure: Implement and evaluate training*

Strategy 2:

- Extend on-going invitations to preschool families to provide information about individual cultures and values
- *Measure: Document invitations*

**Goal 4:** Build and strengthen partnerships with diverse communities, businesses, civic and community organizations to support diversity and multiculturalism at St. Mary's Child Center.

Strategy 1:

- Brainstorm how to extend personal and professional networks.
- *Measure: Document sessions.*

Strategy 2:

- Track the number of minority service providers/vendors.
- *Measure: Set goals and monitor and compare year to year progress.*

**Specific Outcomes for Diversity over the next 2 years:**

- 1) The Board will add a member with expertise in Public Awareness to chair Public Awareness committee by 6/13.
- 2) The Board will increase the representation of women to 40% by 6/14.
- 3) The Board will increase minority representation on the Board to 25% by 6/14.
- 4) St. Mary's will continue to have a 45-50% minority representation on staff.

## **Eight Things You Can Do to Foster Inclusion and Diversity at St. Mary's Child Center**

1. Take a Diversity or Inclusion course. Encourage others to do so. Share your learning.
2. Read the 2011 Diversity Plan. Step up! Take action to make the goals a reality by referring a minority job candidate, intern, volunteer, etc. Help to make our workplace a "great place to work for all – including diverse- employees:"
3. Join and engage in at least one diversity-focused organization. This could include churches, civic or professional organizations.
4. Include business relevant information about St. Mary's Child Center's Diversity & Inclusion Initiative in presentations to donors, clients and prospective clients.
5. Learn about others' traditions, cultures, and celebrations and what you have in common. Participate in "Getting to Know You: Getting to Know Me"\* exercises once a month.
6. Mentor someone with a different background.
7. Refer talented candidates from all backgrounds to our organization for roles as employees, volunteers, Board Members, etc.
8. Invite professionals with different backgrounds to local and national events sponsored by our organization.

\*\*"Getting to Know You: Getting to Know Me" involves being paired with someone different than yourself (race, religion, nationality, age, differently able, etc.) and asking each other questions. Sample questions can be provided. The goal is to uncover five things you have in common. This exercise could be conducted over lunch or at a retreat.