

**St. Mary's Child Center
Diversity and Inclusion
Board and Staff Plan
2019-2020**

Diversity and Inclusion 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 and inclusion program, provide children with the highest quality early childhood experiences designed to ensure success in school and in later life.

Diversity and Inclusion 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 2019-2020

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
5. Diversity and Inclusion Goal: Strength St. Mary's commitment and practices to ensure diversity and inclusion in the organization

Strategic Diversity and Inclusion Goals:

1. The Board and Staff at St. Mary's Child Center is committed to the belief that diversity is understanding, accepting and valuing differences between people including those:
 - Of race, ethnicities, genders, ages, religions, disabilities and sexual orientation
 - With differences in education, personalities skill sets, experiences and knowledge bases
2. The Board and Staff of St. Mary's Child Center is committed to the belief that inclusion is a collaborative, supportive and respectful environment that increases the participation and contribution of all employees.
3. The Board and Staff of St. Mary's ensures that the organization is diverse and inclusive.

Board Diversity and Inclusion Plan:

The Board Development Committee will lead the diversity and inclusion efforts of the Board of Directors. This group meets monthly and will:

- Clearly articulate and communicate the commitment to a diverse and inclusive Board
- Monitor the diversity of the Board through a Board matrix that tracks demographics, skill sets and expertise of board members, allowing the Board to define recruitment goals and measure results
- Develop a robust pipeline of diverse talent through collaborations in the community
- Lead the recruitment and retention of diverse board members
- Review Board behavioral standards (Board expectations) and expand these standards to include statements regarding fair treatment and organizational flexibility
- Arrange regular diversity and inclusion education and training for the Board of Directors
- Review marketing materials to reflect St. Mary's commitment to diversity
- Review the Diversity and Inclusion Plan annually and place plan on our website as well as include it in employee and family handbooks
- Compare and track board demographics as compared to client demographics then set goals and measure the results

Staff Diversity and Inclusion Plan:

St. Mary's Chief Operating Officer will lead the diversity and inclusion efforts of the St. Mary's staff. This individual ensures that:

- St. Mary's articulates and communicates St. Mary's commitment to a diverse and inclusive staff.
- St. Mary's monitors the diversity of the staff through St. Mary's staff data system. The COO will issue regular reports that track demographics, skill sets and expertise of St. Mary's staff.
- St. Mary's recruits staff members through social media, current staff members, families of children served, higher education institutions and publications that reach diverse populations.
- Staff receives regular diversity and inclusion education and training.
- Leadership team works with early childhood staff to study and exhibit the values of collaboration, collegiality and inclusion inherent in the Reggio philosophy including:
 - All staff members participate in professional development and are mentored by curriculum coaches.
 - All staff share responsibility for planning, teaching, reflecting and working on environments.
 - Expectations for inclusion are written into the staff job descriptions, staff handbooks, discussed during orientation and visited during professional development.
 - All staff have opportunities to work to further their education and attain a degree. St. Mary's will promote the TEACH program (administered by the Indiana Association for the Education of Young Children). St. Mary's pays for books, a percentage of the tuition and gives release time for classwork.
 - All full-time staff receives sick and vacation time, medical benefits, access to counselling through an employee assistance program and a monetary match from St. Mary's for their retirement savings.
 - Part time staff receives sick and vacation time, access to counselling through an employee assistance program and a monetary match from St. Mary's for their retirement savings.