



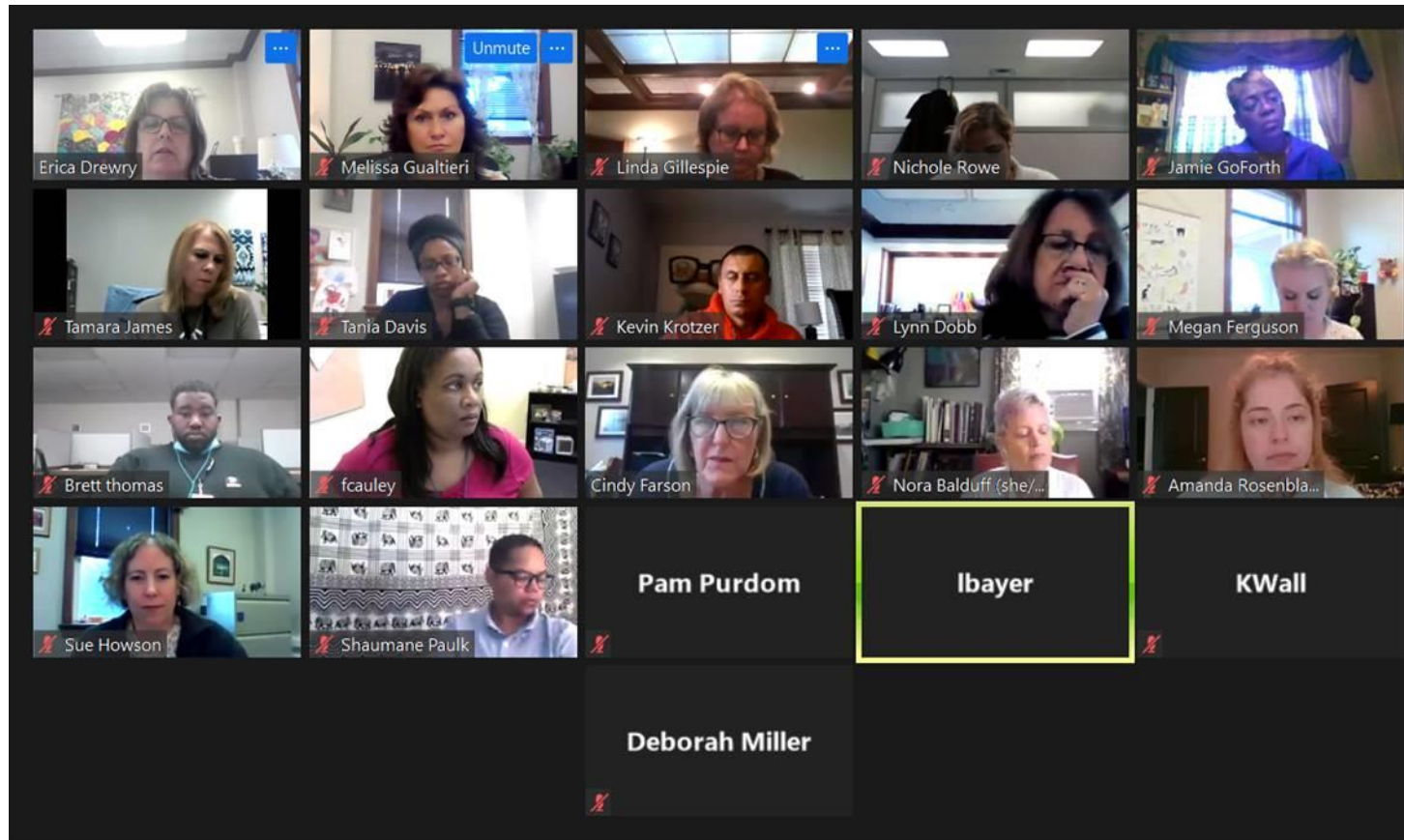
Diversity, Equity and Inclusion Efforts

Central Ohio Area Agency on Aging





Tania Davis, Human Resources- COAAA



Mindful of Race Committee

How we began...

- ▶ Conversation



- ▶ Exploring Outside Resources



- ▶ Forming of Committee



- ▶ Survey



Survey Says...

- ▶ Supporting Black, Indigenous, Person Of Color (BIPOC) Staff
- ▶ Supporting our BIPOC Communities
- ▶ Increase Diversity in Hiring
- ▶ Increase Diversity in Leadership
- ▶ Celebrating Cultures
- ▶ Training and Education



Where We Are...

- ▶ Completed second survey

- ▶ Fully evaluating results

- ▶ One of our biggest successes - Culture Corner



Culture Corner Newsletter

CENTRAL OHIO AREA AGENCY ON AGING

Culture Corner

October 2020

What Are Racial Microaggressions ?



Microaggressions can be defined as the brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights and insults toward people of color.


CENTRAL OHIO AREA AGENCY ON AGING

Culture Corner

January 2021

Cultural Intelligence

Cultural Intelligence (CQ) is the degree to which you are able to relate and work effectively across cultures.



CQ allows you to better understand people by developing a better understanding of the culture that shaped them.

Where We Are Going...

- ▶ Getting bigger projects off the ground
- ▶ Learning what a safe space would look like -
- ▶ Creating a vision for what a workplace where diversity, equity and inclusion are prioritized looks like



Challenges...

- ▶ So much to do - What is our scope?
- ▶ Crises in Columbus - Two high profile murders of black men by law enforcement
- ▶ Staff in very different places - Including members of the Committee
- ▶ Are we hearing the voices of our BIPOC staff - Are we a safe enough space?
- ▶ Time, energy, resources (including COVID)





Stay humble, listen, learn, own your mistakes, give grace!