Diversity, Equity and Inclusion Efforts

Central Ohio Area Agency on Aging
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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
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.

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!