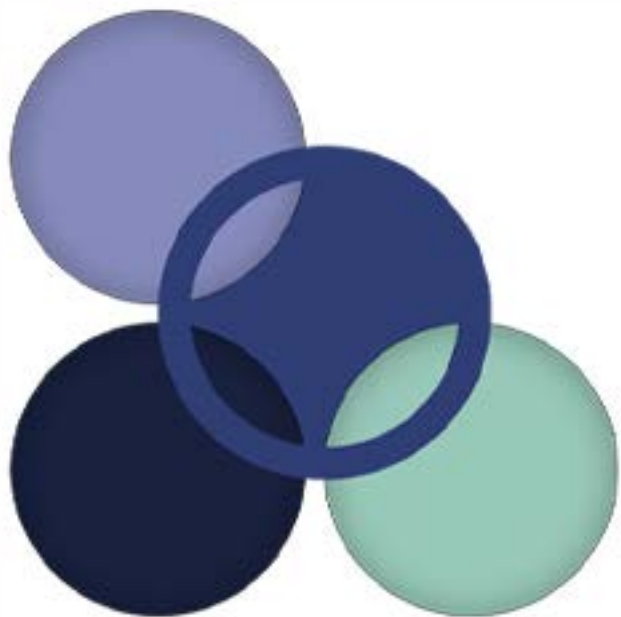


2023



DIVERSITY,
EQUITY,
INCLUSION
& BELONGING

WHAT WE STAND FOR...

VISION



To create and support an inclusive environment that celebrates and supports all of our staff and the communities we serve.

MISSION



To make Texana a place where our employees, and those we serve, can thrive and feel valued and welcomed.

WHAT GUIDES US...



OUR COMMITMENTS

- We respect and value the uniqueness of each person and celebrate the rich diversity in people, cultures, and communities in our staff and those we serve.
- We promote justice, impartiality and fairness in the treatment all people in our procedures and processes.
- We believe that to be more inclusive we must begin to understand how we are different and our shared humanity.
- We practice inclusion by embracing diverse thoughts and perspectives aimed at achieving the outcome that all feel welcomed and included.
- We approach everyone with a commitment to creating a sense of belonging so all feel safe bringing their whole selves to the work we do.

Strategic Plan Goals and Strategies – July 2022

LEAD

Ensure DEIB becomes part of the culture at Texana Center

- Adopt a DEIB mission statement that models an inclusive culture and affirms Texana's commitment to enhancing DEIB efforts throughout the organization.
- Implement a DEIB Advisory Council to function as a Change Agent Team.
- Senior Leadership to develop and adopt an initial DEIB strategic plan that clearly communicates commitment to a DEIB culture in coordination with the Advisory Council .
- Provide Advisory Council with training to facilitate creating a mission statement and charter that defines meeting schedules, structure and assignments.
- Appoint a liaison from the Senior Leadership Team to the Advisory Council to facilitate communication to and from the Council.
- Senior Leadership to meet with Advisory Council to review plan, secure commitment and establish expectations.
- Advisory Council and Senior Leadership to review progress quarterly and update the plan annually.

ALIGN

Align internal practices, policies and procedures with a commitment to DEIB

- Increase the visibility of Senior Leadership and Advisory Council to enhance and demonstrate commitment to DEIB efforts and build trust.
- Strengthen internal organizational culture to actively support employee engagement, health and sense of belonging.
- Create regular opportunities for more formal/informal interaction across all areas of the organization to support an ongoing emphasis on team building.
- Develop formal performance management policies, processes and procedures that support DEIB.

EDUCATE/ TRAIN

Make DEIB education/ training opportunities available widely

- Conduct initial series of DEIB education/ training to establish a clear understanding of the DEIB initiative across all levels of Texana Center. Target board members, management, staff, clients and community partners.
- Collaborate with the Advisory Council to continue to assess and evaluate additional educational/training opportunities that support continued DEIB growth.