

Sample EDI Plan, October 4, 2024

IPS Services

Goal	Objectives	Who is responsible?	Date
Increase education about the cultures of marginalized communities	1. At least 2 team members will attend each of the quarterly EDI webinar hosted by the IPS Learning Community.	Sally, IPS supervisor, to encourage and monitor attendance and to discuss the webinar with the team at the next unit meeting.	10/4/23-10/4/24
The team will learn about protected classes.	<ol style="list-style-type: none"> 1. Purchase a labor law poster for the IPS team area. 2. Advocate for an EDI webinar on protected classes. 3. We will advocate for job seekers during interviews, when employers ask illegal questions (with job seeker permission). 4. We will ask our staff attorney, human resources dept. and administrators to share changes in state/local laws related to protected classes with the IPS supervisor. 	<p>Sally</p> <p>Sally</p> <p>Sally and IPS team.</p> <p>Sally</p>	<p>12/1/23</p> <p>10/4/23</p> <p>11/1/23</p> <p>12/1/23 and reminder 6/1/24</p>
Increase diversity on the IPS team-we serve many black individuals, but our staff is primarily white women.	<ol style="list-style-type: none"> 1. IPS supervisor to approach pastor(s) at 1-2 black churches in Cleveland about open positions to ask if they know a parishioner who would be interested. 2. IPS supervisor to talk to a manager at Passages (a fatherhood program) about participants who may be interested in being an IPS specialist. 	<p>Sally</p> <p>Sally</p>	<p>.1/15/24 and reminder 6/1/24</p> <p>1/15/24 and reminder 6/1/24</p>