



DEI Workgroup Strategic Plan 2023

Mission: The diversity, equity, and inclusion workgroup is committed to Family Service Rochester's Vision and Mission which includes our unwavering values and beliefs that diversity, equity, and inclusion are central to our impact on building a safe and vital community that fosters healthy strong, healthy families and capable children.

Vision: At Family Service Rochester we know that having varied perspectives generates varied ideas to solving complex challenges in an ever changing and increasingly diverse world.

STRATEGIC PRIORITY 1: INDIVIDUAL AND FAMILY SERVICE EXPERIENCE

Strategic Goal: Actively engaging those we serve to ensure all individuals and their identities are respected, understood, and valued.

Strategic Objective: Increase inclusivity of current services.

Strategic Objective: Increase our understanding of who we serve and the needs of our customers.

STRATEGIC PRIORITY 2: STAFF, VOLUNTEER, AND BOARD EXPERIENCE

Strategic Goal: Family Service Rochester has a diverse, inclusive, and equitable workplace culture that ensures staff, volunteers, and board members feel they belong, are heard, and all their identities are respected, understood and valued.

Strategic Objective: Deepen awareness and understanding of our own and each other's identities.

Strategic Objective: Staff, volunteer, and board members represent the communities we serve.

Strategic Objective: Policies and practices recognize, honor, and support diverse representation of staff, volunteers, and board members.

Strategic Objective: Acknowledge individual strengths of each staff, volunteer, and board member and the value they bring to Family Service Rochester.

STRATEGIC PRIORITY 3: COMMUNITY EXPERIENCE

Strategic Goal: Our diverse community embraces Family Service Rochester as an adaptable organization that actively promotes the welfare of society and pursues social change particularly with and on behalf of vulnerable and oppressed individuals and groups.

Strategic Objective: Increase visibility and messaging of culturally inclusive services and supports we provide to our broader community.

Strategic Objective: Identify, build, and deepen our collaborative relationships with partners that prioritize diversity, equity, and inclusion in our community to ensure all have access to services.

Strategic Objective: Leverage our influence, resources, and network to advocate for Diversity, Equity, and Inclusion in our community

Strategic Objective: Actively seek to understand the needs of the diverse community we serve.