

Mercy Volunteer Corps
Diversity, Equity, Inclusion and Belonging
Goals 2023-2028

Goal 1: Enact an ongoing process of accountability with transparent communications

Action: *Ensure internal and external communications are representative of the transformation to a more inclusive and belonging culture/organization.*

Metric	Timeline
A. Set up a review committee so that all communications are aligned to the DEIB vision	Spring 2024
B. Establish a plan for open and ongoing communication with all stakeholders	Ongoing and throughout Spring 2024
C. Create guidelines for transparent sharing of past, present and future DEIB initiatives	Ongoing and throughout Summer 2024
D. Share additional opportunities to receive feedback and foster collaboration with our networks and make changes when appropriate.	Ongoing and throughout Fall 2024

Goal 2: Center Policies and Practices around DEIB

Action: *Review of organizational policies and practices to ensure alignment with MVC's mission and values; while dismantling structures which uphold economic privilege.*

Metric	Timeline
A. Review the following policies and practices utilizing a DEIB rubric: 1. Volunteer commitment and experience 2. Internal MVC employee policies and hiring practices 3. Volunteer recruitment and selection 4. Board recruitment and selection 5. City location, service site and housing selection 6. Support team recruitment and selection	Winter 2023 - Design a Rubric 1. Spring 2024 2. Fall 2024 3. Spring 2025 4. Fall 2025 5. Spring 2026 6. Fall 2026
B. Update policies and practices in the above areas to center MVC mission and values while acknowledging past harms and initiating healing	Follow the same deadlines as above.
C. Establish a schedule for future ongoing evaluation of policies and practices <i>Note: While the review is being done both the updates and the date for another</i>	Follow the same deadlines as above.

review can be done together - thus, all three actions can be completed simultaneously - Review, Update and Establish a review date.

Goal 3: Create Initiatives that Foster Belonging Across the Organization

Action: *Develop guidelines that create a culture of support and acceptance so that there is an environment of authenticity, inclusion and a deep reverence for human dignity.*

Metric	Timeline
<p>A. Build affinity groups that extend to all of our stakeholders to create a safe space.</p> <ol style="list-style-type: none"> 1. Survey entire organization, including partners, for the types of affinity groups that are needed. 2. Identify individuals and partners that are potential facilitators 3. Choose a date to launch affinity groups 4. Initiate a 1:1 Mentoring Program that aligns with the DEIB vision 	<ol style="list-style-type: none"> 1. Summer 2024 2. Fall 2025 3. Winter 2025 4. Winter 2025
<p>B. Align organizational culture to DEIB vision so that it allows individuals to be their authentic self.</p> <ol style="list-style-type: none"> 1. Develop a prompt about authentic self in the annual program evaluation 2. Implement programming based on feedback 	<ol style="list-style-type: none"> 1. Summer 2025 2. Fall 2025
<p>C. Assemble a list of diverse speakers</p> <ol style="list-style-type: none"> 1. Invitations to speakers will include diversity in age, gender, identity, race, spirituality/faith, sexual orientation, education/career 2. Develop a roster of at least three people for each discussion topic 3. Make edits to roster 	<ol style="list-style-type: none"> 1. Winter 2026 2. Summer 2027 3. Summer 2028

Goal 4: Education

Action: *Develop an ongoing educational program around DEIB that is based on a growth mindset where curiosity and questioning are key components.*

Metric	Timeline
<p>A. Provide resources for continuing education around DEIB for volunteers, staff, board and alumni.</p>	<ol style="list-style-type: none"> 1. Spring 2024

<ol style="list-style-type: none"> 1. Develop a crisis response plan so that resources are readily available when there is a noteworthy event around race, gender or other intersectional identities. (Prioritize with Goal 2) 2. Design a microaggression module with safe confidential reporting for quick response (Prioritize with Goal 2) 3. Build a central repository with books, articles, videos, etc. around DEIB that is regularly updated and establish a schedule for updating. 	<ol style="list-style-type: none"> 2. Summer 2024 3. Spring 2026
<p>B. Initiate a plan to engage a variety of voices by collaborating with, and identifying other resource partners who can support our work in realizing our anti-racist identity (a contact list that is updated regularly)</p>	<p>Spring 2025</p>
<p>C. Develop a schedule for dissemination of information and opportunities based on the needs of each group, keeping DEIB work at the forefront and involving all members of the MVC community</p> <ol style="list-style-type: none"> 1. Establish an ongoing cadence so that all stakeholders and partners are trained or exposed to the MVC vision of DEIB 2. Devise an accountability chart to acknowledge those that have completed DEIB education/training. 	<ol style="list-style-type: none"> 1. Spring 2027 2. Summer 2027

Goal 5: Evaluate all organizational resources to ensure they align with DEIB vision

Action: *Work towards an equitable distribution of resources across department lines*

Metric	Timeline
<p>A. Research and implement best practices to attract and recruit BIPOC individuals for positions as volunteers, staff, board members and partners</p>	<p>Fall 2024</p>
<p>B. Ongoing review of current financial resources to ensure funds are allocated to DEIB efforts (education, training, recruitment, volunteer funding) and explore new opportunities for funding DEIB efforts and equity funds for future volunteers</p>	<p>Spring 2024</p>
<p>C. Investments - Monitor investments to ensure they are aligned with mission and critical concerns, and provide socially responsible investing guidelines by request</p>	<p>Ongoing</p>