

MERCY VOLUNTEER CORPS

building community through service

DEIB Communications Plan

Purpose

The purpose of our diversity, equity, inclusion, and belonging (DEIB) Communications Plan is to provide DEIB Five-Year Plan progress and updates to all MVC stakeholders in a clear, concise, transparent, and timely manner. In addition, if needs are not met, the Communications Plan provides step by step procedures to address any issues and promote accountability.

Timeline

DEIB communication will be ongoing and as needed. Since DEIB goals will be completed at different times and on varying timelines, updates will be communicated at least biannually. Staff members will meet monthly to assess. Updates to our DEIB Plan will be made available on our website.

Points of Access

The DEIB web page on MVC's website will serve as the epicenter for all detailed DEIB updates and up-to-date progress reports. MVC's monthly newsletter, *A Moment with MVC*, will include occasional DEIB updates, completed goals, and major progress. MVC's social media accounts will only include significant updates.

Unique Circumstances

If someone communicates disagreement, disappointment, or demands immediate attention related to DEIB efforts, staff will immediately inform the Executive Director (ED) or responsible staff member. The ED or responsible staff member will respond within one week.

For More DEIB Updates

Follow MVC on [Facebook](#) and [Instagram @mercyvolunteers](#). Consider signing up for our newsletter, *A Moment with MVC*. As always, our DEIB updates will be posted to [our web page](#) or visit www.mercyvolunteers.org/equity.