

Mercy Volunteer Corps
Diversity, Equity, Inclusion, and Belonging

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.*

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

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.*

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| A. Review the following policies and practices utilizing a DEIB rubric:
Volunteer commitment and experience <ol style="list-style-type: none">1. Volunteer commitment and experience2. Internal MVC employee policies and hiring practices3. Volunteer recruitment and selection4. Board recruitment and selection5. City location, service site and housing selection6. Support team recruitment and selection |
| B. Update policies and practices in the above areas to center MVC mission and values while acknowledging past harms and initiating healing |
| C. Establish a schedule for future ongoing evaluation of policies and practices |
- Note: While the review is being done both the updates and the date for another 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.*

A. Build affinity groups that extend to all of our stakeholders to create a safe space
<ol style="list-style-type: none">1. Survey entire organization, including partners, for the types of affinity groups that are needed2. Identify individuals and partners that are potential facilitators3. Choose a date to launch affinity groups4. Initiate a 1:1 Mentoring Program that aligns with the DEIB vision
B. Align organizational culture to DEIB vision so that it allows individuals to be their authentic self
<ol style="list-style-type: none">1. Develop a prompt about authentic self in the annual program evaluation2. Implement programming based on feedback
C. Assemble a list of diverse speakers
<ol style="list-style-type: none">1. Invitations to speakers will include diversity in age, gender identity, race, spirituality/faith, sexual orientation, education/career2. Develop a roster of at least three people for each discussion topic3. Make edits to roster

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.*

A. Provide resources for continuing education around DEIB for volunteers, staff, board and alumni
<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 identities2. Design a microaggression module with safe confidential reporting for quick response3. Build a central repository with books, articles, videos, etc. around DEIB that is regularly updated and establish a schedule for updating
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)
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
<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 DEIB2. Devise an accountability chart to acknowledge those that have completed DEIB education/training

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

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

A. Research and implement best practices to attract and recruit BIPOC individuals for positions as volunteers, staff, board members and partners
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
C. Investments - Monitor investments to ensure they are aligned with mission and critical concerns, and provide socially responsible investing guidelines by request

Rev. 06.01.26