2021
Diversity, Equity, Inclusion, & Belonging
Social Sector
Survey Results

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Overview

The Sheboygan Diversity, Equity, Inclusion, and Belonging Initiative (DEIB) Social Sector Committee invited local nonprofit staff, board, and key volunteers to participate in a county-wide DEIB Nonprofit Baseline Survey in spring 2021.

Implementing the baseline survey is one of the first steps to executing the DEIB Social Sector Strategic Plan. The results, along with facilitated conversations, will help the committee understand needs, strengths, and assess where the overall sector sees themselves on their DEI journey. The committee hopes to support growth and learning within DEI dimensions for the nonprofit sector of Sheboygan County and improve outcomes and impact for those we serve.

Additional Info

The Meyer Diversity, Equity and Inclusion (DEI) Spectrum tool was utilized for the survey. The tool describes organizational components at different points along the DEI continuum for twelve different dimensions of DEI work: **Vision, Commitment, Leadership, Policies, Infrastructure, Training, Diversity, Data, Community, Decisions, Accountability,** and **Inclusion**. DEI is a complex process, and every organization's DEI journey is unique.

When taking the survey, participants were asked to consider the full spectrum of DEI which includes, but not limited to: age, ancestry, citizenship status, class, color, culture, disability/ability, education, gender expression, gender identity, geographic origin, language, marital status, national or ethnic origin, neurodiversity, parental status, race, religion, sex, sexual orientation, socioeconomic status, veteran status, and many others.

The scale focuses on five points along the DEI continuum – "Not Yet Started," "Ready to Start," "Launched," "Well on the Way," and "Exemplary/Leading" – but few organizations' DEI experiences fit neatly into these stages. The descriptions of organizational characteristics at each point in the process are intended to serve as guideposts rather than fixed stages. Participants were encouraged to answer the questions under each DEI dimension to indicate where they believe their organization is on the continuum in relation to the guideposts to the best of their ability.

Committee Members

Kate Baer, United Way of Sheboygan County (Co-Chair)
Christina Singh, Boys & Girls Clubs of Sheboygan (Co-Chair)
Gina Covelli, United Way of Sheboygan County
Deborah Lee, Safe Harbor of Sheboygan County
Denise Schemenauer, Girl Scouts of Manitou Council
Kristin Stearns, Lakeshore Community Health Care
Denise Wittstock, Big Brothers Big Sisters of Sheboygan County

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HIGHLIGHTS 268 Survey Participants Representing 34 Sheboygan Co. Nonprofits

33 % **Board Members**

28 % **Staff Leadership**

23 % **Program & Administrative Staff**

6 % **Volunteers**

7 % **Other**

3 % **Declined to share**

Top Exemplary Responses:
1. Community
2. Vision
3. Policies.
Community had the highest exemplary score and the lowest "not yet" score.

Top "Not Yet" Responses:
1. Policies
2. Accountability
3. Training

Policies had the most even spread with an equal amount of respondents reporting "Not yet" as "Exemplary"

⭐ More than half reported some action in all categories except Leadership. While Leadership received the lowest score in terms of action, it had the highest score in terms of "ready" to act.

⭐ Leadership is likely a barrier to progress in other categories and held the lowest overall weighted average.

⭐ The second highest category with no action is Infrastructure, then Accountability.

⭐ Highest Overall Weighted Average was in Community (2nd highest Inclusion)

	Not yet	Ready	No Action (not yet + ready)	Launched	On way	Exemplary	Some Action (excludes not yet and ready)	N/A or Unsure	Weighted Average
Q3: Vision	2.01%	28.14%	30.15%	30.15%	21.61%	13.57%	65.33%	4.52%	3.17
Q4: Commitment	1.97%	32.02%	33.99%	24.63%	27.09%	10.34%	62.06%	3.94%	3.12
Q5: Leadership	7.84%	40.20%	48.04%	17.16%	22.06%	8.33%	47.55%	4.41%	2.82
Q6: Policies	13.30%	22.17%	35.47%	21.67%	24.14%	13.30%	59.11%	5.42%	3.02
Q7: Infrastructure	9.31%	33.33%	42.64%	28.43%	18.14%	6.37%	52.94%	4.41%	2.78
Q8: Training	11.39%	23.76%	35.15%	33.66%	15.35%	6.44%	55.45%	9.41%	2.8
Q9: Diversity	2.96%	32.02%	34.98%	28.57%	23.15%	7.88%	59.60%	5.42%	3.01
Q10: Data	6.37%	15.20%	21.57%	31.37%	24.51%	12.25%	68.13%	10.29%	3.23
Q11: Community	1.48%	22.17%	23.65%	26.60%	27.59%	19.70%	73.89%	2.46%	3.43
Q12: Decisions	4.43%	25.12%	29.55%	25.62%	28.08%	9.85%	63.55%	6.90%	3.15
Q13: Accountability	12.81%	23.15%	35.96%	24.14%	19.70%	11.82%	55.66%	8.37%	2.94
Q14: Inclusion	1.49%	22.28%	23.77%	34.65%	23.27%	12.87%	70.79%	5.45%	3.25
							Total Weighted Average		3.06

Survey Results

Following survey results share the aggregate data removing names of participating organizations.

Q2 What is your position? (Please choose only one/the best fit.)

Answered: 268   Skipped: 0
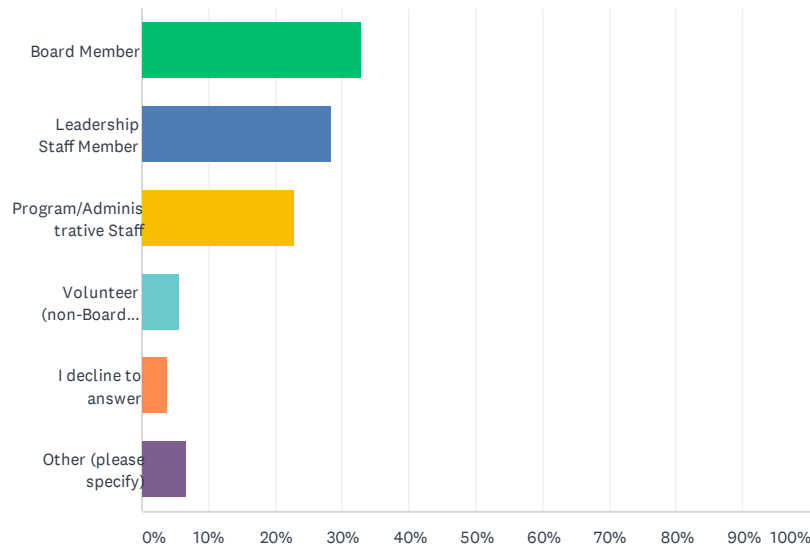
ANSWER CHOICES	RESPONSES	
Board Member	32.84%	88
Leadership Staff Member	28.36%	76
Program/Administrative Staff	22.76%	61
Volunteer (non-Board member)	5.60%	15
I decline to answer	3.73%	10
Other (please specify)	6.72%	18
TOTAL		268

#	OTHER (PLEASE SPECIFY)	DATE
1	ReStore associate	2/26/2021 12:06 PM
2	Crisis Advocate	2/25/2021 10:27 AM
3	Crisis Advocate	2/24/2021 10:46 AM
4	advocate	2/22/2021 8:20 PM
5	Volunteer Co-Pres. We have no paid staff	2/18/2021 2:48 PM
6	Youth Developement Professional	2/18/2021 2:40 PM
7	Program(not administrative) staff	2/18/2021 2:24 PM
8	Youth development Professionals	2/16/2021 12:58 PM
9	Youth development Professionals	2/16/2021 12:09 PM
10	Youth development Professionals	2/16/2021 11:03 AM
11	Custodian	2/15/2021 11:19 AM
12	Custodian	2/15/2021 11:17 AM
13	Custodian	2/15/2021 11:13 AM
14	parent educator	2/11/2021 1:26 PM
15	Volunteer, Friends member, Commission member	2/11/2021 8:39 AM
16	Property Manager	2/11/2021 7:46 AM
17	Warehouse and Logistics Manager	2/10/2021 10:47 AM
18	Home Visitor	2/10/2021 8:02 AM

Q3 Please choose one of the following options to rate your organization's DEI component: Vision.

Answered: 199   Skipped: 69
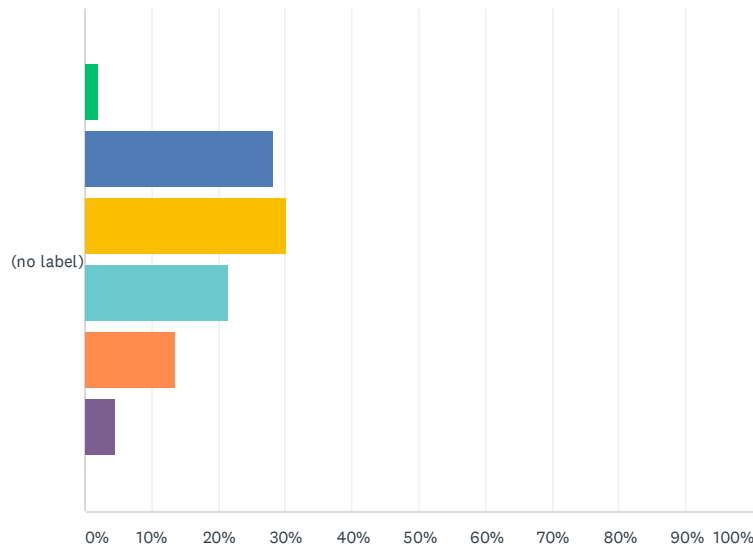
■ Not Yet Started - Does not see DEI as relevant to its work
■ Ready to Start - Recognizes the importance of DEI to its work and is contemplating its
■ Launched - Recognizes importance of DEI to work and in the process of developing a s
■ Well on the Way - Developed shared DEI vision and is working to align the org's progr..
■ Exemplary/Leading - Integrated DEI in org's mission/vision, guiding org ...
■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - DOES NOT SEE DEL AS RELEVANT TO ITS WORK	READY TO START - RECOGNIZES THE IMPORTANCE OF DEI TO ITS WORK AND IS CONTEMPLATING ITS NEXT STEPS	LAUNCHED - RECOGNIZES IMPORTANCE OF DEI TO WORK AND IN THE PROCESS OF DEVELOPING A SHARED DEI VISION	WELL ON THE WAY - DEVELOPED SHARED DEI VISION AND IS WORKING TO ALIGN THE ORG'S PROGRAMS TO VISION	EXEMPLARY/LEADING - INTEGRATED DEI IN ORG'S MISSION/VISION, GUIDING ORG'S OPERATIONS & PROGRAMS	N/A (NOT APPLICABLE/UNSURE)	TOTAL	WEI(AVE
(no label)	2.01% 4	28.14% 56	30.15% 60	21.61% 43	13.57% 27	4.52% 9	199	

Q4 Please choose one of the following options to rate your organization's DEI component: Commitment.

Answered: 203   Skipped: 65
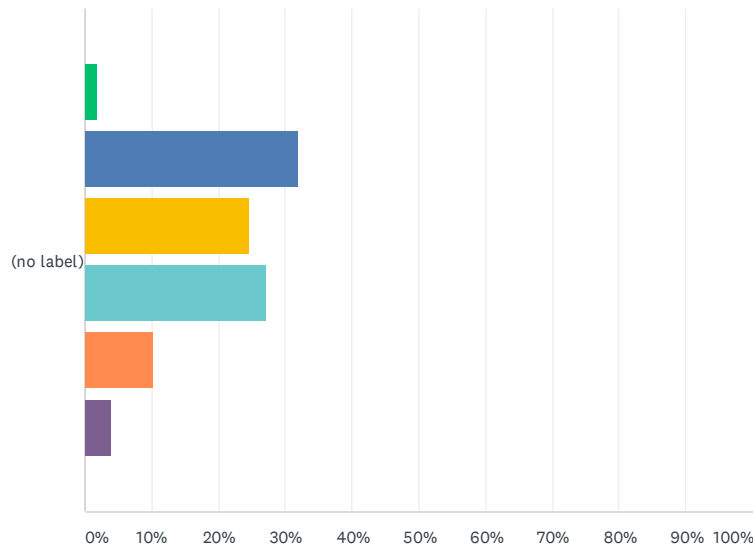
- ■ Not Yet Started - Does not have an interest in advancing DEI work
- ■ Ready to Start - Is interested in advancing its DEI work and is considering how to do so
- ■ Launched -Is interested in advancing its DEI work and has put some strategies or acti
- ■ Well on the Way - Is actively engaged in advancing its DEI work
- ■ Exemplary/Leading - Commitment to DEI is fully institutionalized internally and exter..
- ■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - DOES NOT HAVE AN INTEREST IN ADVANCING DEI WORK	READY TO START - IS INTERESTED IN ADVANCING ITS DEI WORK AND IS CONSIDERING HOW TO DO SO	LAUNCHED - IS INTERESTED IN ADVANCING ITS DEI WORK AND HAS PUT SOME STRATEGIES OR ACTIONS IN MOTION	WELL ON THE WAY - IS ACTIVELY ENGAGED IN ADVANCING ITS DEI WORK	EXEMPLARY/LEADING - COMMITMENT TO DEI IS FULLY INSTITUTIONALIZED INTERNALLY AND EXTERNALLY	N/A (NOT APPLICABLE/UNSURE)	TOTAL	WEIGHTED AVERAGE
(no label)	1.97% 4	32.02% 65	24.63% 50	27.09% 55	10.34% 21	3.94% 8	203	3.12

Q5 Please choose one of the following options to rate your organization's DEI component: Leadership.

Answered: 204   Skipped: 64
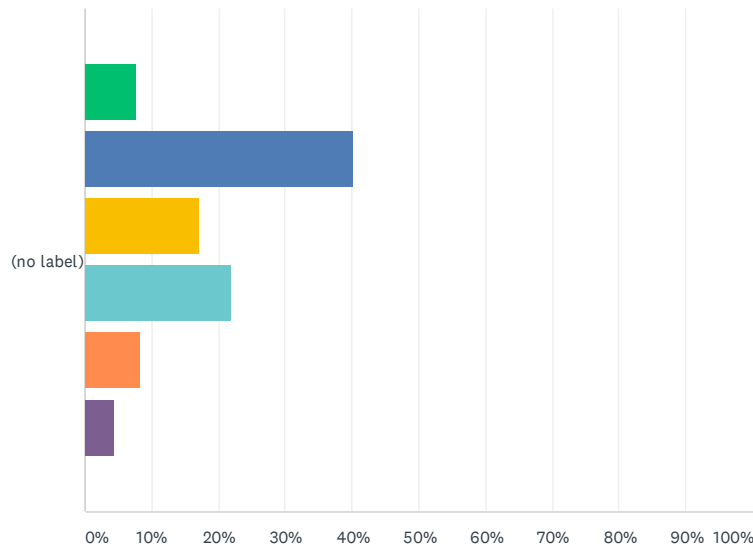
■ Not Yet Started - Members of management, staff or board have not taken leadership
■ Ready to Start - A few members of management, staff or board are leading the DEI di
■ Launched -A DEI point person or team is leading the organization's DEI work
■ Well on the Way - All levels of management, staff and board are taking leadership on [
■ Exemplary -Org is DEI leader, building field and best practices, demonstrates accounta
■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - MEMBERS OF MANAGEMENT, STAFF OR BOARD HAVE NOT TAKEN LEADERSHIP ON DEI ISSUES	READY TO START - A FEW MEMBERS OF MANAGEMENT, STAFF OR BOARD ARE LEADING THE DEI DISCUSSION	LAUNCHED -A DEI POINT PERSON OR TEAM IS LEADING THE ORGANIZATION'S DEI WORK	WELL ON THE WAY - ALL LEVELS OF MANAGEMENT, STAFF AND BOARD ARE TAKING LEADERSHIP ON DEI ISSUES	EXEMPLARY - ORG IS DEI LEADER, BUILDING FIELD AND BEST PRACTICES, DEMONSTRATES ACCOUNTABILITY	N/A (NOT APPLICABLE/UNSURE)	TOTAL	WEIG AVEF
(no label)	7.84% 16	40.20% 82	17.16% 35	22.06% 45	8.33% 17	4.41% 9	204	

Q6 Please choose one of the following options to rate your organization's DEI component: Policies.

Answered: 203   Skipped: 65
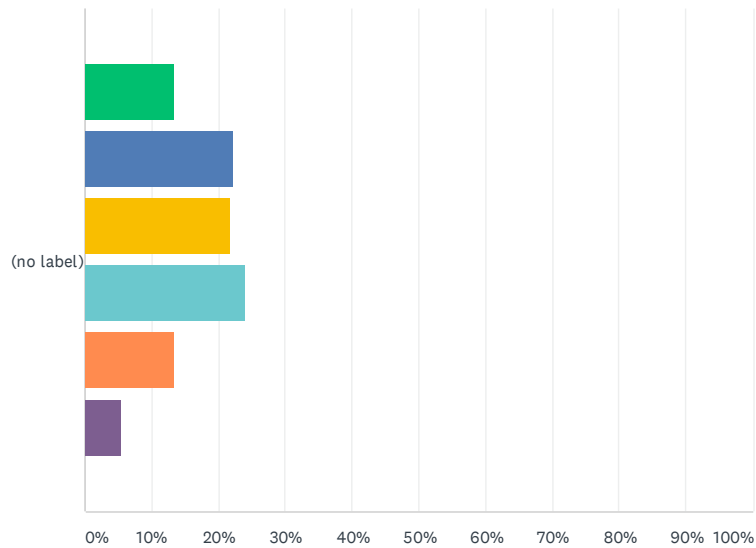
- 🟩 Not Yet Started - No DEI policies (beyond non-discrimination policy)
- 🟦 Ready to Start - Is interested in developing, DEI-related org policies (beyond discrimin
- 🟨 Launched - May have some DEI-related language in some of its organizational policies
- 🟦 Well on the Way - Has DEI policies and/or an org DEI plan but may not know how to op
- 🟧 Exemplary/Leading - Has DEI policies, org DEI plan with clear goals, strategies and
- 🟪 N/A (Not Applicable/Unsure)

	NOT YET STARTED - NO DEI POLICIES (BEYOND NON-DISCRIMINATION POLICY)	READY TO START - IS INTERESTED IN DEVELOPING, DEI-RELATED ORG POLICIES (BEYOND DISCRIMINATION ONES)	LAUNCHED - MAY HAVE SOME DEI-RELATED LANGUAGE IN SOME OF ITS ORGANIZATIONAL POLICIES	WELL ON THE WAY - HAS DEI POLICIES AND/OR AN ORG DEI PLAN BUT MAY NOT KNOW HOW TO OPERATIONALIZE IT	EXEMPLARY/LEADING - HAS DEI POLICIES, ORG DEI PLAN WITH CLEAR GOALS, STRATEGIES AND	N/A (NOT APPLICABLE/UNSURE)	TOT
(no label)	13.30% 27	22.17% 45	21.67% 44	24.14% 49	13.30% 27	5.42% 11	

Q7 Please choose one of the following options to rate your organization's DEI component: Infrastructure.

Answered: 204   Skipped: 64
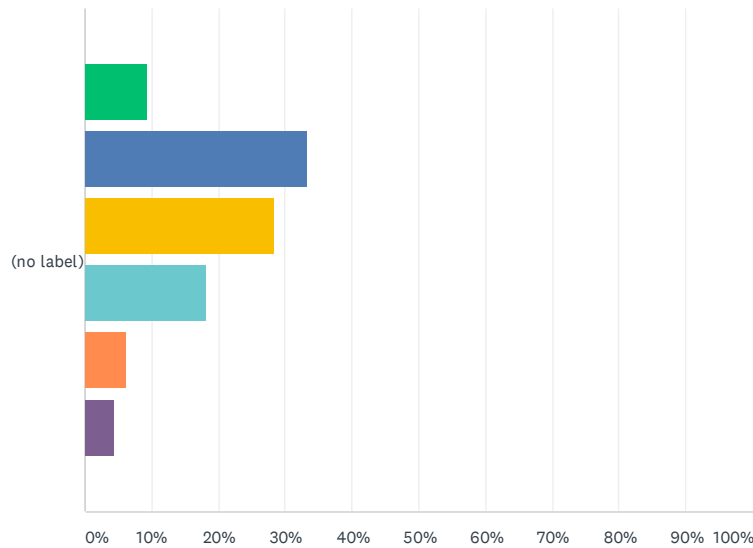
- Not Yet Started - Has not had internal discussions about the organization's DEI work
- Ready to Start - Some internal DEI discussions, but doesn't have an infrastructure to g
- Launched - Individuals or small groups guiding internal DEI work but not integrated in
- Well on the Way - Has internal committee (formal structure) integrating DEI for entire
- Exemplary/Leading - Work on DEI is integrated into every aspect of org culture and in.
- N/A (Not Applicable/Unsure)

	NOT YET STARTED - HAS NOT HAD INTERNAL DISCUSSIONS ABOUT THE ORGANIZATION'S DEI WORK	READY TO START - SOME INTERNAL DEI DISCUSSIONS, BUT DOESN'T HAVE AN INFRASTRUCTURE TO GUIDE WORK	LAUNCHED - INDIVIDUALS OR SMALL GROUPS GUIDING INTERNAL DEI WORK BUT NOT INTEGRATED IN ENTIRE ORG	WELL ON THE WAY - HAS INTERNAL COMMITTEE (FORMAL STRUCTURE) INTEGRATING DEI FOR ENTIRE ORG	EXEMPLARY/LEADING - WORK ON DEI IS INTEGRATED INTO EVERY ASPECT OF ORG CULTURE AND INFRASTRUCTURE	N/A (NOT APPLICABLE/UNSURE)	TOTAL
(no label)	9.31% 19	33.33% 68	28.43% 58	18.14% 37	6.37% 13	4.41% 9	204

Q8 Please choose one of the following options to rate your organization's DEI component: Training.
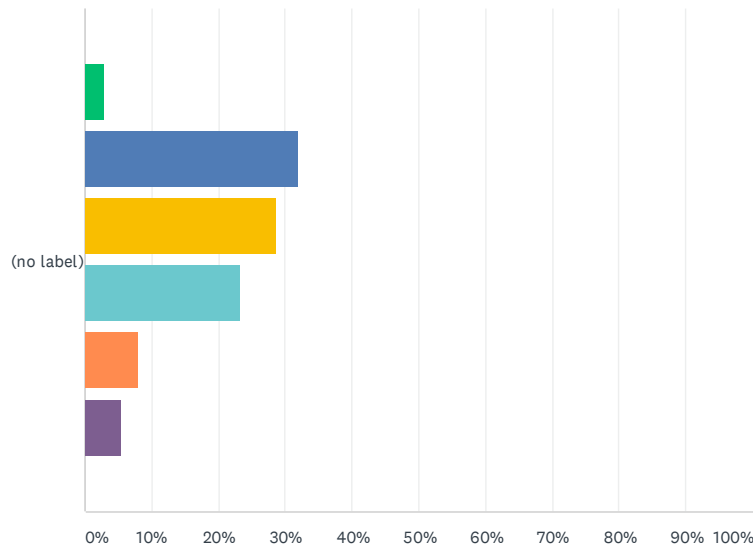
Answered: 202   Skipped: 66
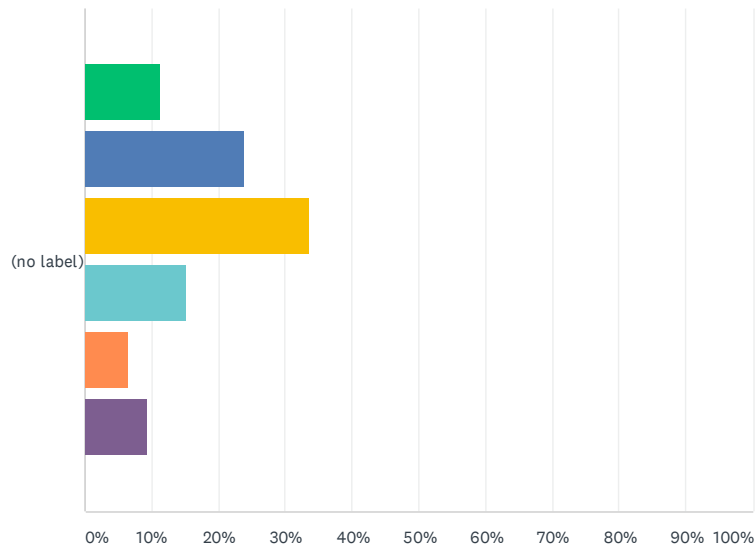
- Not Yet Started - Has not done any training related to DEI
- Ready to Start - contemplating doing org-wide DEI training; individual staff may have l
- Launched - Some staff or board have participated in DEI-related training
- Well on the Way - All management, staff and board are involved in DEI training and cap
- Exemplary/Leading - Fosters ongoing DEI training, among all staff, board, & holds...
- N/A (Not Applicable/Unsure)

	NOT YET STARTED - HAS NOT DONE ANY TRAINING RELATED TO DEI	READY TO START - CONTEMPLATING DOING ORG-WIDE DEI TRAINING; INDIVIDUAL STAFF MAY HAVE HAD TRAINING	LAUNCHED - SOME STAFF OR BOARD HAVE PARTICIPATED IN DEI-RELATED TRAINING	WELL ON THE WAY - ALL MANAGEMENT, STAFF AND BOARD ARE INVOLVED IN DEI TRAINING AND CAPACITY BUILDING	EXEMPLARY/LEADING - FOSTERS ONGOING DEI TRAINING, AMONG ALL STAFF, BOARD, & HOLDS ACCOUNTABLE	N/A (NOT APPLICABLE/UNSURE)	TOTAL	WEIG AVEI
(no label)	11.39% 23	23.76% 48	33.66% 68	15.35% 31	6.44% 13	9.41% 19	202	

Q9 Please choose one of the following options to rate your organization's DEI component: Diversity.
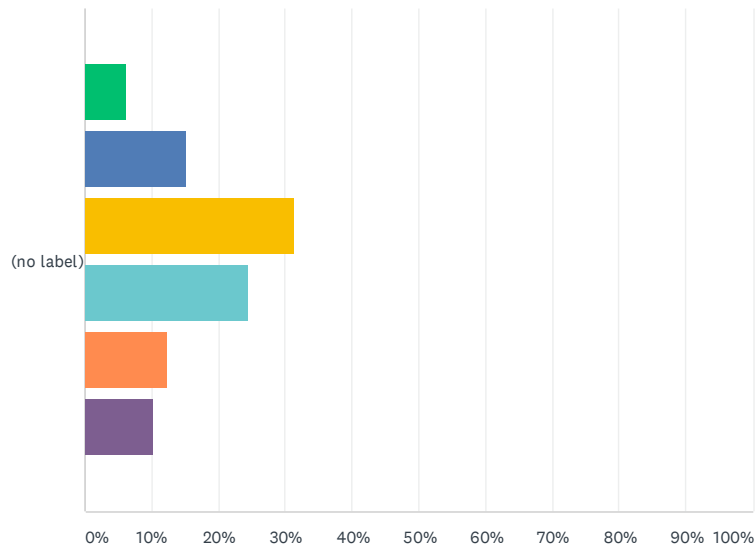
Answered: 203   Skipped: 65

■ Not Yet Started - Doesn't see diversification of staff/board a priority, possibly vie…
■ Ready to Start - Has had initial discussions about and values the idea of diversifying st
■ Launched - Beginning attempts to diversify its board/staff, may not know how to or ha
■ Well on the Way - Actively works to increase diversity of board/staff, resulting in g…
■ Exemplary/Leading - Policies, strategies for strengthening, maintaining, and retainin..
■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - DOESN'T SEE DIVERSIFICATION OF STAFF/BOARD A PRIORITY, POSSIBLY VIEWED UNATTAINABLE	READY TO START - HAS HAD INITIAL DISCUSSIONS ABOUT AND VALUES THE IDEA OF DIVERSIFYING STAFF/BOARD	LAUNCHED - BEGINNING ATTEMPTS TO DIVERSIFY ITS BOARD/STAFF, MAY NOT KNOW HOW TO OR HAVE STRATEGIES	WELL ON THE WAY - ACTIVELY WORKS TO INCREASE DIVERSITY OF BOARD/STAFF, RESULTING IN GROWING DIVERSITY	EXEMPLARY/LEADING - POLICIES, STRATEGIES FOR STRENGTHENING, MAINTAINING, AND RETAINING DIVERSITY	N/A (NOT APPLICABLE/UNSURE)	TOTAL	W A
(no label)	2.96% 6	32.02% 65	28.57% 58	23.15% 47	7.88% 16	5.42% 11	203	

Q10 Please choose one of the following options to rate your organization's DEI component: Data.

Answered: 204   Skipped: 64
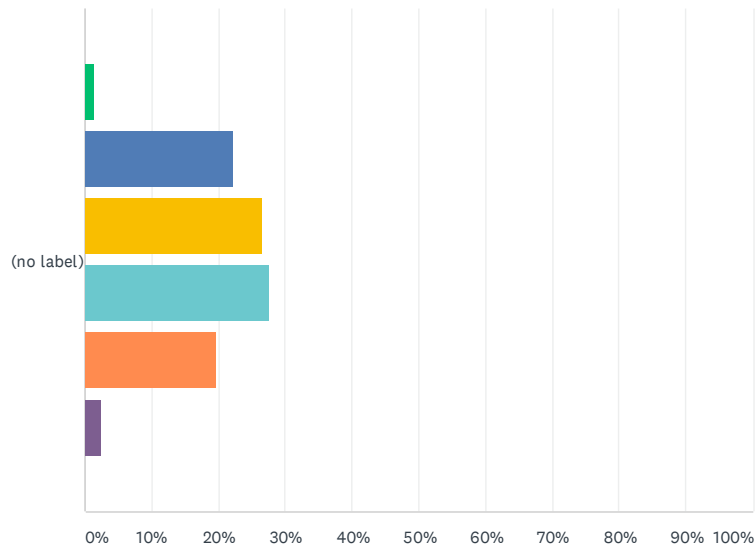

■ Not Yet Started - Does not collect demographic data in its programmatic or operation
■ Ready to Start - Does not collect demographic data (program or operational) but sees
■ Launched - Collects some demographic data (programs or operations) but not in syste
■ Well on the Way - Collects, disaggregates comprehensive demographic data, not sure
■ Exemplary/Leading - Collects, disaggregates and analyzes demographic data, informir
■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - DOES NOT COLLECT DEMOGRAPHIC DATA IN ITS PROGRAMMATIC OR OPERATIONAL WORK	READY TO START - DOES NOT COLLECT DEMOGRAPHIC DATA (PROGRAM OR OPERATIONAL) BUT SEES AS FUTURE GOAL	LAUNCHED - COLLECTS SOME DEMOGRAPHIC DATA (PROGRAMS OR OPERATIONS) BUT NOT IN SYSTEMATIC WAY	WELL ON THE WAY - COLLECTS, DISAGGREGATES COMPREHENSIVE DEMOGRAPHIC DATA, NOT SURE NEXT STEPS	EXEMPLARY/LEADING - COLLECTS, DISAGGREGATES AND ANALYZES DEMOGRAPHIC DATA, INFORMING DECISIONS	N/A (NOT APPLICABLE/UNSURE)	TOTAL
(no label)	6.37% 13	15.20% 31	31.37% 64	24.51% 50	12.25% 25	10.29% 21	204

Q12 Please choose one of the following options to rate your organization's DEI component: Decisions.
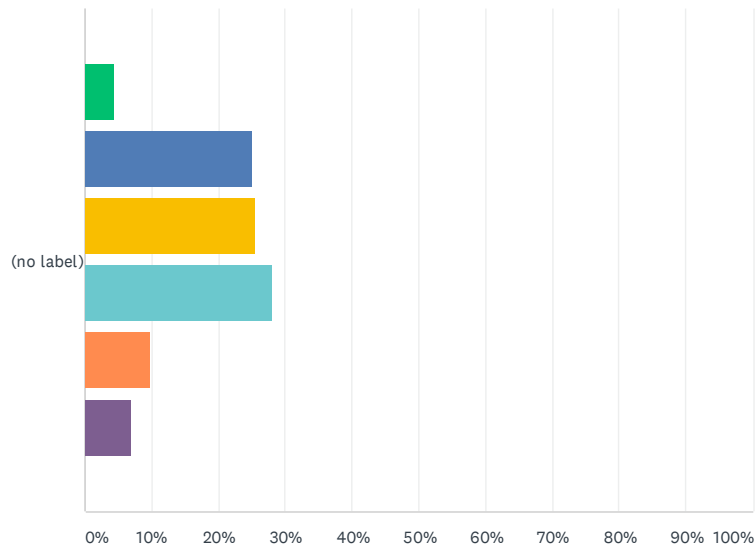
Answered: 203   Skipped: 65

- Not Yet Started - DEI considerations do not factor into decision-making
- Ready to Start - Interested in factoring DEI into decisions, may view as an add-on to cu
- Launched - Decisions are occasionally influenced by DEI considerations in an ad hoc w
- Well on the Way - Decisions regarding org policies, practices, resource allocation infor
- Exemplary/Leading - Decisions for org policies, practices, etc, systemically guided c…
- N/A (Not Applicable/Unsure)

	NOT YET STARTED - DEI CONSIDERATIONS DO NOT FACTOR INTO DECISION-MAKING	READY TO START - INTERESTED IN FACTORING DEI INTO DECISIONS, MAY VIEW AS AN ADD-ON TO CURRENT PRACTICE	LAUNCHED - DECISIONS ARE OCCASIONALLY INFLUENCED BY DEI CONSIDERATIONS IN AN AD HOC WAY	WELL ON THE WAY - DECISIONS REGARDING ORG POLICIES, PRACTICES, RESOURCE ALLOCATION INFORMED BY DEI	EXEMPLARY/LEADING - DECISIONS FOR ORG POLICIES, PRACTICES, ETC, SYSTEMICALLY GUIDED CONSIDERING DEI	N/A (NOT APPLICABLE/UNSURE)	TOTAL
(no label)	4.43% 9	25.12% 51	25.62% 52	28.08% 57	9.85% 20	6.90% 14	203

Q13 Please choose one of the following options to rate your organization's DEI component: Accountability.

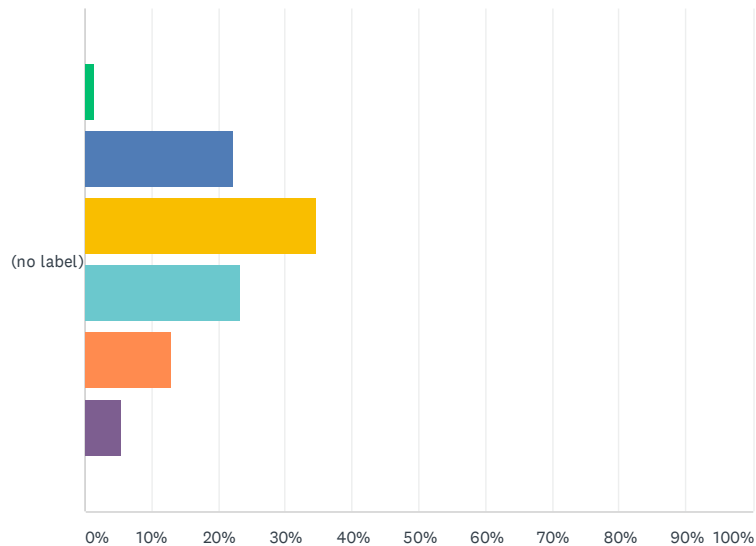Answered: 203   Skipped: 65
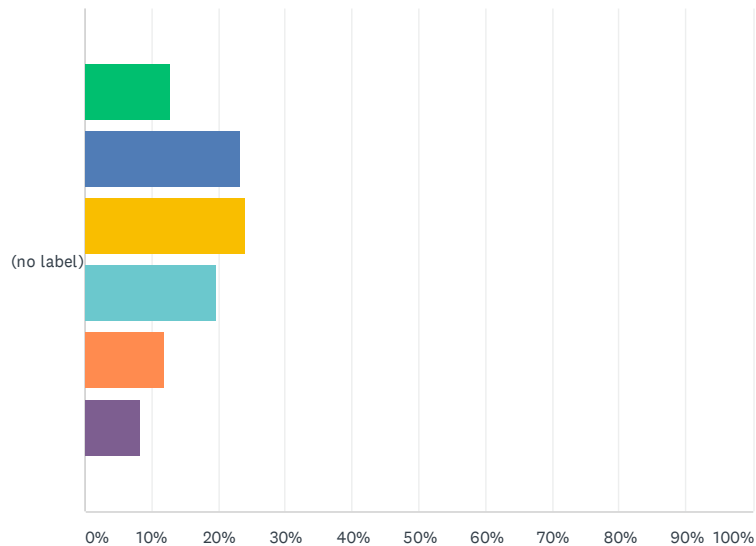
- ■ Not Yet Started - DEI metrics are not included in evaluations of staff, programs, or ac...
- ■ Ready to Start - Recognizes value of DEI-related metrics in org accountability, not rea...
- ■ Launched - Preparing to include or currently includes DEI metrics in parts of the orgar...
- ■ Well on the Way - Some of org's standard evaluation and accountability includes DEI-r...
- ■ Exemplary/Leading - All evaluation and accountability mechanisms for org include DEI...
- ■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - DEI METRICS ARE NOT INCLUDED IN EVALUATIONS OF STAFF, PROGRAMS, OR ACCOUNTABILITY	READY TO START - RECOGNIZES VALUE OF DEI-RELATED METRICS IN ORG ACCOUNTABILITY, NOT READY TO START	LAUNCHED - PREPARING TO INCLUDE OR CURRENTLY INCLUDES DEI METRICS IN PARTS OF THE ORGANIZATION	WELL ON THE WAY - SOME OF ORG'S STANDARD EVALUATION AND ACCOUNTABILITY INCLUDES DEI-RELATED METRICS	EXEMPLARY/LEADING - ALL EVALUATION AND ACCOUNTABILITY MECHANISMS FOR ORG INCLUDE DEI METRICS	N/A (NOT APPLICABLE/UNSURE)	TOT
(no label)	12.81% 26	23.15% 47	24.14% 49	19.70% 40	11.82% 24	8.37% 17	

Q14 Please choose one of the following options to rate your organization's DEI component: Inclusion.

Answered: 202   Skipped: 66

- ■ Not Yet Started - No explicit effort is made to create an inclusive atmosphere for staf
- ■ Ready to Start - Values inclusion, doesn't include communities facing disparities to ...
- ■ Launched - Appreciates lens of communities facing disparities, expects participation o
- ■ Well on the Way - Voice of staff and board from communities facing disparities voices
- ■ Exemplary/Leading - Org reflects contributions and interests of a multicultural const..
- ■ N/A (Not Applicable/Unsure)

	NOT YET STARTED - NO EXPLICIT EFFORT IS MADE TO CREATE AN INCLUSIVE ATMOSPHERE FOR STAFF AND BOARD	READY TO START - VALUES INCLUSION, DOESN'T INCLUDE COMMUNITIES FACING DISPARITIES TO PARTICIPATE	LAUNCHED - APPRECIATES LENS OF COMMUNITIES FACING DISPARITIES, EXPECTS PARTICIPATION DOMINANT CULTURE	WELL ON THE WAY - VOICE OF STAFF AND BOARD FROM COMMUNITIES FACING DISPARITIES VOICES INTEGRATED	EXEMPLARY/LEADING - ORG REFLECTS CONTRIBUTIONS AND INTERESTS OF A MULTICULTURAL CONSTITUENCY	N/A (NOT APPLICABLE/UNSURE)	TOTAL
(no label)	1.49% 3	22.28% 45	34.65% 70	23.27% 47	12.87% 26	5.45% 11	202

Q15 Additional comments welcome...

Answered: 16   Skipped: 252

#	RESPONSES	DATE
1	Our leadership thinks that DEI involves forwarding emails and watching 15-minute webinars.	3/1/2021 3:33 PM
2	Have not volunteered at Habitat for almost a year due to covid. Did not want to base my survey on year old information and feelings.	2/23/2021 7:49 AM
3	Our group is quite small - 6 board members and no paid staff. We are aware of the necessity for DEI action and are taking steps to become more diverse, and inclusive.	2/19/2021 2:19 PM
4	While there is no active effort to promote inclusion, all are welcome to our services and no one is turned away.	2/15/2021 8:56 AM
5	As a nonprofit serving many disadvantaged groups, DEI will only become more important as we evolve. We have had an issue finding "qualified" employees who can help us while also broadening our staff (and board) diversity. We are fortunate to have excellent gender diversity on staff and on the board.	2/12/2021 10:25 AM
6	Some of the wording in the options in #14 was confusing. We value inclusion and are working to include communities facing disparities	2/11/2021 4:14 PM
7	Is this currently a big problem in the Sheboygan area?	2/11/2021 3:52 PM
8	Our services are open to all community members	2/11/2021 1:28 PM
9	We had a strategic planning meeting and my comments about the lack of diversity within staff and board were met with silence. I have begun to include non-gendered language on the forms I create, added pronouns to my email signature, and work with a diverse audience, but have not experienced the rest of the staff discuss any of this. My coworker even made a comment about me adding my pronouns to my signature. I tried to explain my perspective on it and she thought I was trying to convince her to add hers and got a little upset with me. We get along fine though and are able to share perspectives generally and continue to do so. For a nonprofit that works with a largely immigrant and refugee audience, the fact that our board is entirely white is extremely annoying to me. Thank you for giving me a safe space to share these comments.	2/11/2021 1:02 PM
10	We should celebrate and respect everyones ethnicity, the instant we put a focus on any one particular group versus addressing why the need we foster disparities and inequities. The focus should be on redemptive compassion.	2/11/2021 9:08 AM
11	We are starting the journey and have the right ideas but now need to implement them and create a cohesive plan of action.	2/10/2021 1:10 PM
12	help integrating multi-cultural staff and volunteers in organization	2/10/2021 12:09 PM
13	We have had many preliminary discussions on this topic	2/10/2021 9:51 AM
14	Internally we have not really done anything on DEI issues but externally we do solicit groups that are underserved, like the Hmong Mutual Benefit Association, the Hispanic community and Crusaders of Justica. We contineu to work with these groups to build trust and determine how we can serve them better. We also require our team and pantry volunteers to go through civil rights training. We have a long way to go in this area but our hearts are in the right place at least. Thank you!	2/10/2021 9:18 AM
15	Thank you for doing this! Inclusion and Accountability sections were the most difficult to choose from based on the descriptions.	2/10/2021 6:54 AM
16	As a leader in the organization, I don't feel competent in leading discussions on DEIB but feel it's important to implement for staff and BOD. I have been looking at larger training opportunities for myself to feel more competent including UWGB's new DEI certificate programs.	2/10/2021 1:28 AM