



Diversity and Inclusion Plan

MISSION STATEMENT

Empowering individuals to build stronger families and communities.

VISION STATEMENT

Inclusive and healthy communities of thriving people.

DIVERSITY AND INCLUSION STATEMENT

Firefly Children & Family Alliance recognizes the importance of diversity in all aspects of its mission and service. Firefly Children & Family Alliance believes that the concept of diversity encompasses all aspects of race, ethnicity, gender, age, disability status, socioeconomic status, gender identity, sexual orientation, and religion. We believe that it is of utmost importance to embrace diversity and celebrate the ability of differing perspectives, skills, and talents to strengthen us as an agency.

Firefly Children & Family Alliance pledges to practice equal opportunity in its hiring strategies, program development, service provision, and community engagement in order to encourage inclusion of all members of our community.

In order to reach our goal of diversity and inclusion, Firefly Children & Family Alliance has developed a plan to ensure that diversity and inclusion are always being monitored and assessed. Each of the objectives below will be reviewed on an ongoing basis in order to ensure compliance and achievement of the goal.

Element I

AWARENESS: Ensure community awareness of the agency's desire to be inclusive of all differences in the communities that we serve.

- Objective A: Firefly Children & Family Alliance will ensure that the agency's diversity and inclusion statement is placed on the corporate website so that all members of the community may access and view it.
- Objective B: Firefly Children & Family Alliance will ensure that all photo representations on our website and marketing materials



remain diverse and representative of our client demographics.

- Objective C: Firefly Children & Family Alliance will ensure that all hiring and promotion decisions will be made with diversity and acceptance at the forefront of the decision making process. A tuition assistance program will ensure that all staff are provided equal opportunities for educational growth and development.
- Objective D: Firefly Children & Family Alliance includes an EEOC statement on all applicant and applicant screening material.

Element II

INCLUSIVE CULTURE: Demonstrate a commitment to and accountability for an inclusive work environment in which differences are recognized, valued, and respected.

- Objective A: Firefly Children & Family Alliance will utilize census data, demographic matrix material, indianaimpact.org, and other data sources available to ensure that we have a clear understanding of the population being served within the community.
- Objective B: Firefly Children & Family Alliance will provide educational sessions regarding diversity and acceptance and will ensure that all staff participates in continuing education on an annual basis.
- Objective C: Firefly Children & Family Alliance incorporates feedback questions regarding recognition of diversity in all program satisfaction survey questionnaires.
- Objective D: Firefly Children & Family Alliance will conduct ongoing reviews of all policies and procedures in order to ensure that they incorporate diversity and inclusionary principles.
- Objective E: Firefly will ensure that executive staff and program directors are held accountable for development of diversity in their employees.
- Objective F: Firefly will adopt a paid time off policy that will allow for employees of various faiths to celebrate key religious holidays.

Element III

ACCOUNTABILITY: Develop, maintain, and review a plan for achieving and



promoting diversity

- Objective A: Firefly Children & Family Alliance will ensure that diversity and inclusion goals and initiatives are included within the strategic plan.
- Objective B: Firefly Children & Family Alliance will utilize census data and community demographics to ensure that diverse board member representation is equal to that of the community.
- Objective C: Firefly Children & Family Alliance will track and monitor diversity as it relates to employment, staff promotions, management, and volunteers.

Element IV

OUTREACH: Implement an outreach strategy with measurable goals and objectives

- Objective A: Firefly Children & Family Alliance will ensure that all marketing materials are culturally diverse and culturally sensitive to the community demographics.
- Objective B: Firefly Children & Family Alliance will ensure that employment opportunities are advertised in diversity focused organizations and outlets.
- Objective C: Firefly Children & Family Alliance will ensure participation in diversity targeted job fairs in order to ensure the most diverse and inclusive employee representation.
- Objective D: Firefly Children & Family Alliance will be inclusive of candidates and interns from local diversity focused university and community service groups.
- Objective E: Firefly Children & Family Alliance will ensure that the agency maintains relationships with external organizations that can further the agency's diversity and inclusion goals.

Element V

BUSINESS AND COMMUNITY RELATIONSHIPS: Engage with and conduct business with those of diverse backgrounds

- Objective A: Firefly Children & Family Alliance will ensure to investigate all opportunities for business development with minority service providers.



- Objective B: Firefly Children & Family Alliance will track the number of minority service providers and vendors in order to ensure that these numbers increase each year.

Element VI

ONGOING LEARNING: Identify and address inclusiveness issues, barriers, and/or opportunities. Build awareness into staff, board, and volunteer training and development.

- Objective A: Firefly Children & Family Alliance will ensure that staff satisfaction surveys and exit interview questionnaires include questions related to agency diversity and cultural inclusion.
- Objective B: Firefly Children & Family Alliance will provide educational sessions regarding diversity and acceptance and will ensure that all staff participate in the education on an annual basis.