

**Diversity and inclusion goals and strategies outline**

**Goal**

To enhance our organization’s design and reputation by developing a more diverse culture which more closely aligns with the diversity of Cuyahoga County, the community which is at the heart of our vision, values, mission and goals.

**Strategies**

1. **Develop a Diversity and Inclusion Taskforce-SENIOR STAFF WILL TAKE THE LEAD ON D&I INITIATIVES**
	* The taskforce will be charged with developing the tactics for each of the additional strategies listed below
	* D&I taskforce will be led by VP of Finance **✓** #1
	* D&I meetings will take place as part of the Senior Staff meetings
	* ~~A member from each department will be asked to serve on the taskforce~~
	* ~~The taskforce will meet on an as need basis but no less than three times per year~~
2. **Establish diversity and inclusion guidelines for recruiting #3**
	* Obtain management support for setting the tone at the top **✓**
	* Evaluate online recruiting sources
		1. evaluated themuse as a resource but the statistics showed that the users of this pool do not fall in line with our goal
		2. Jen D is working with Drew on other initiatives to draw diverse candidates to our web site
	* Ensure that we are including diverse candidates in our interviewing process for each open position
3. **Educate hiring managers on the benefits of hiring a more diverse work force**
	* Provide in house educational opportunities
	* Provide external educational opportunities such as those provided by the Commission for Economic Inclusion
4. **Develop a diverse network which aligns with each discipline within our organization**
5. **Develop a reward commitment to recognize efforts and progress in promoting diversity and inclusion**
6. **Adopt and implement D&I goals and integrate goals in appropriate staff performance targets.** #2
7. **Focus on the recruitment of minority candidates for open board positions** #4
8. **Update procurement policy to include guidelines for considering and utilizing minority owned and female owned businesses and establish a mechanism for tracking spending with minority and female business** #5
9. **Complete the Commission on Economic Inclusion annual *Employer Survey on Diversity* ✓ 2017** #6

**statistics-2017**

**Cuyahoga County\***

29% black or African American,

60% white and 11% other

52% female

**Destination Cleveland-2017**

9% black or African American,

91% white

78% female

**Destination Cleveland-2018**

10% black or African American,

90% white

78% female

\*Census Reporter

<https://censusreporter.org/profiles/05000US39035-cuyahoga-county-oh/>

\*City Data

<http://www.city-data.com/county/Cuyahoga_County-OH.html>

KEY:

1. The red numbers in the plan correspond to the numbers on the Leadership Commitment form
2. The green check marks **✓** indicated “completion”
3. The points in red have been added since you last reviewed the plan
4. The points in purple indicate progress made.