

GOAL #1: Develop and Implement a D.E.I.A Action Plan

OBJECTIVES:	KEY MEASURES & TIMING	RESPONSIBLE:	UPDATES:
a. Develop an Action Plan with specific first year goals.	<ul style="list-style-type: none"> By May, 2021: DEIA Committee to create, review, and finalize the DEIA Action Plan 	<ul style="list-style-type: none"> Action Plan: By DEIA Committee 	Address project timelines, wins, roadblocks, and resources
b. Present DEIA Action Plan to Board of Trustee members	<ul style="list-style-type: none"> By June, 2021: Finalize DEIA Action Plan By June, 2021: Create Power Point Slides with highlights of the DEIA Action Plan By June, 2021: Schedule presentation date and time at June Board Meeting 	<ul style="list-style-type: none"> Action Plan: By DEIA Committee Presentation: By Jeff S. 	Address project timelines, wins, roadblocks, and resources
c. Introduce DEIA to Library District Team members via All District Email	<ul style="list-style-type: none"> By July, 2021: Create, review, and finalize communication email to All District Team Members. Ensure the email communication specifies what DEIAC's role is and is not 	<ul style="list-style-type: none"> Communication Email: By HR 	Address project timelines, wins, roadblocks, and resources

GOAL #2: Conduct a D.E.I. Survey (District-Wide)

OBJECTIVES:	KEY MEASURES & TIMING	RESPONSIBLE:	UPDATES:
a. Select a respected Survey Provider	<ul style="list-style-type: none"> • By September, 2021: Research, review, and price match survey providers based on DEIAC's needs • By September, 2021: Present research data to the DEIAC and collectively select a provider 	<ul style="list-style-type: none"> • Survey Research = HR • Survey provider selection = DEIAC 	Address project timelines, wins, roadblocks, and resources
b. Conduct a District Wide DEIA Survey	<ul style="list-style-type: none"> • By January, 2022: Communicate via All District email the dates the survey will occur. • By January, 2022: Announce the opening and closing of the DEIA Survey 	<ul style="list-style-type: none"> • Email Survey Open = HR • Email Survey Closes = HR 	Address project timelines, wins, roadblocks, and resources
c. Report DEIA Survey Results	<ul style="list-style-type: none"> • By April, 2022: Review data sets, identify themes/trends, and prioritize action items. • By April, 2022: Present DEIA survey and goal updates to the Board of Trustees 	<ul style="list-style-type: none"> • Survey Data Review = DEIAC • Presentation: By Jeff S. 	Address project timelines, wins, roadblocks, and resources

GOAL #3: Perform Policy Audit

OBJECTIVES:	KEY MEASURES & TIMING	RESPONSIBLE:	UPDATES:
<p>a. Review and revise policies, procedures, practices, and contracts to support the District's DEIA initiatives.</p>	<ul style="list-style-type: none"> • By July, 2022: Review the District's policies and procedures manual to identify DEIA needs and improvements • By July, 2022: Review the District's Collective Bargaining Contracts to identify DEIA needs and improvements • By July 2022: Review the District's Customer's conduct guidelines to identify DEIA needs and improvements. • By July, 2022: Evaluate practices for the recruitment cycle from post to selection for DEIA improvements and considerations 	<ul style="list-style-type: none"> • Policies and Contracts Review = DEIA Sub Committee 	<p>Address project timelines, wins, roadblocks, and resources</p>
<p>b. Adopt best practices and standards that align with the District's DEIA initiatives, goals, and objectives.</p>	<ul style="list-style-type: none"> • By July, 2023: Record, formalize, and communicate all policy, contract, and best practices changes • By July, 2023: Approve all policy changes through the Board of Trustees 	<ul style="list-style-type: none"> • Changes codified = DEIAC Sub Committee • Trustee Approval: By Jeff 	<p>Address project timelines, wins, roadblocks, and resources</p>

GOAL #4: Increase Recruitment and Outreach Diversity Strategies

OBJECTIVES:	KEY MEASURES & TIMING	RESPONSIBLE:	UPDATES:
<p>a. Develop new partnerships with academic and professional associations for the purpose of identifying and recruiting high-performing, diverse, and specifically Latino candidates.</p>	<ul style="list-style-type: none"> • By December, 2021: Identify institutions and organizations to recruit and advertise open District positions for diverse candidates • By December, 2021: Send introduction emails to identified institutions and organizations • By December, 2021: Formalize a process of exchanging information, identifying underrepresented graduates, and promoting open District positions with a diversity focus • By December, 2021: Utilize diverse staff at outreach events, including Spanish speakers, when possible. • By December, 2021: Analyze data and report the progress of new professional relationships established with universities, organizations, and diverse candidates 	<ul style="list-style-type: none"> • Outreach = HR and DEIA Sub Committee • Data Analysis = HR 	<p>Address project timelines, wins, roadblocks, and resources</p>
<p>b. Assess and enhance recruitment policies and hiring practices to broaden the number of diverse and specifically LatinX applicants for open District positions.</p>	<ul style="list-style-type: none"> • By December, 2021: Identify institutions and organizations to recruit and advertise open District positions for diverse and specifically LatinX candidate • By December, 2021: Send introduction emails to identified institutions and organizations 	<ul style="list-style-type: none"> • Research and Outreach = HR and DEIA Sub Committee • Data Analysis = HR • Presentation: By Jeff 	<p>Address project timelines, wins, roadblocks, and resources</p>

GOAL #5: Create a D.E.I.A. Resource Page on Voyager

OBJECTIVES:	KEY MEASURES & TIMING	RESPONSIBLE:	UPDATES:
a. Select the educational resources to provide to District Team Members.	<ul style="list-style-type: none"> • By September, 2021: Research, review, and prioritize information to be included in the resource page • By September, 2021: Determine the format, length of document, location on voyager, and visual style of the resource page 	<ul style="list-style-type: none"> • Survey Research = HR • Survey provider selection = DEIA Committee 	Address project timelines, wins, roadblocks, and resources
b. Determine launch date and scheduled updates for the resource page.	<ul style="list-style-type: none"> • By October 2021: Select a date to unveil DEIA resource page and create an All District email communication to notify all Team Members. • By October, 2021: Discuss and select the frequency to update the resource page to ensure its accuracy. • By December, 2021: Analyze data and report the progress of new professional relationships established with universities, organizations, and diverse candidates 	<ul style="list-style-type: none"> • Launch Date and Update Schedule = DEIA Committee • Resource Page Updates = DEIA Committee and Jean at BAM 	Address project timelines, wins, roadblocks, and resources
	<ul style="list-style-type: none"> • By February, 2022: Formalize a process of exchanging information, identifying 		