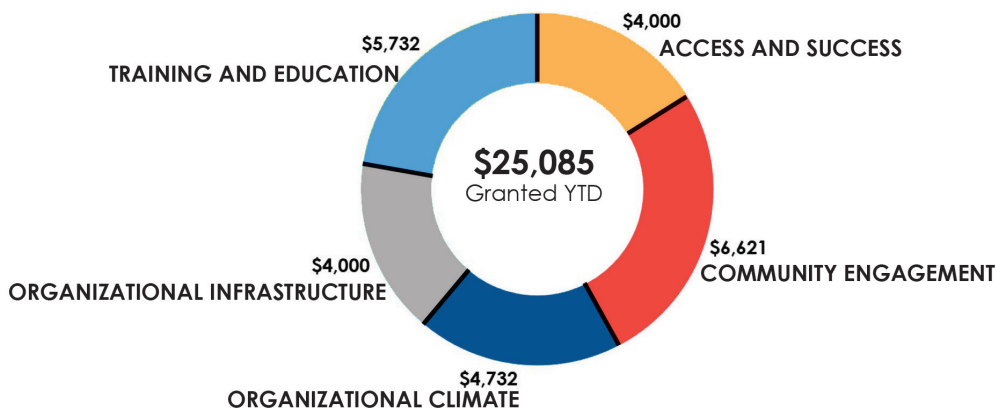


IDE COMMUNITY ENGAGEMENT

The partnership between Heart of Missouri United Way and MU's Division of Inclusion, Diversity & Equity (IDE) began in fall 2017 with the intention of delivering grant funding for projects intentionally designed to incorporate the five dimensions of the Inclusive Excellence Framework into their work. A grant to Heart of Missouri United Way for \$25,000 to fund one-time agency capability-building projects was distributed in July 2018.

Grant amounts by Inclusive Excellence Framework Dimension



ACCESS AND SUCCESS

Voluntary Action Center Initiative: Diversity reflected in Board membership.
Progress: Considering consultant for June 2019 implementation.

Mary Lee Johnston Community Learning Center

Initiative: Fund teacher Child Development Certificates.
Progress: Eight teachers completed.

ORGANIZATIONAL CLIMATE

Big Brothers Big Sisters Initiative: Board and staff complete book study: "Critical Mentoring" by Torie Weiston-Serdan. Complete an author training on March 19-20, 2019.
Progress: Both Board and staff completed the book study. BBBS board members, joined by other UW leaders, attended training with Weiston-Serdan. BBBS Board moves to recruit greater diversity among membership.

TRAINING AND EDUCATION

Job Point Initiative: Employee training facilitated by Nikki McGruder of Inclusive Impact Institute on Oct. 10, 2018.
Progress: The staff's knowledge of diversity, unconscious bias, inclusion and cultural competence rose from 57.7% pre-training to 76% post-training.

ORGANIZATIONAL INFRASTRUCTURE

First Chance for Children Initiative: Purchased a database to gain visibility into First Chance's performance along the Inclusive Excellence Framework dimensions.
Progress: System is purchased and "95% complete." Data entry is still needed with a completion goal of June 30, 2019.

COMMUNITY ENGAGEMENT

Heart of Missouri United Way Initiative: Host Minority/Women-Owned Business Round Table meetings.
Progress: Seven meetings convened (April 2019). Group's paramount concerns include transportation and workforce development in and around Columbia.

Grade A+ Initiative: Hire part-time professional to assist in creating policy and documentation through IDE lens.
Progress: New hire has produced several necessary documents for continuation and maturation of the organization.

Inclusive Excellence Plan Progress to Completion:

