

Diversity, Opportunity, and Inclusion 2024 Annual Report Template

New College Institute
2025

<p>2024 ACCOMPLISHMENTS</p>	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none"> ➤ Objective 1- Continue to improve onboarding and hiring process. <ul style="list-style-type: none"> • ACTION TAKEN- Continued evaluating current onboarding and hiring practices with attention to equity and inclusion. Began gathering feedback from recent hires to identify potential improvements and opportunities for a more inclusive onboarding experience. <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> ➤ Objective 1- Continue to provide an environment that is supportive and respectful and that allows all concerns, complaints, and perspectives to be shared openly. <ul style="list-style-type: none"> • ACTION TAKEN- Encouraged open dialogue by implementing additional communication channels and feedback mechanisms. Reinforced respectful workplace values through team meetings and anonymous suggest box. Promptly addressed reported concerns, emphasizing a fair and transparent process. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> ➤ Objective 1- Continue to provide training and incorporate educational workshops to all employees. <ul style="list-style-type: none"> • ACTION TAKEN- Assessed current training offerings and began exploring options to provide relevant DEI-related workshops. Planning is underway to expand training opportunities in the upcoming year, with a focus on inclusive practices and cultural competency.
<p>2025 AGENCY DOI GOALS</p>	<p>Plan Goal 1: Access & Success</p> <ul style="list-style-type: none"> ➤ Objective- Partner with local schools, colleges, or workforce organizations to promote career awareness and pathways into agency roles. <p>Plan Goal 2: Welcoming & Respectful Culture</p> <ul style="list-style-type: none"> ➤ Objective- Establish a consistent feedback process (e.g., climate surveys or listening sessions) to gather input on workplace culture and areas for improvement. <p>Plan Goal 3: State Agency DOI Infrastructure & Training</p> <ul style="list-style-type: none"> ➤ Objective- Develop a central repository or intranet space for DEI-related resources, guides, and tools.

