

BOARD POLICY AND GOAL STATEMENTS

DIVERSITY, INCLUSION & EQUITY

Adopted: April 28, 2020



MISSION

Covington Partners works every day to keep our community moving forward by eliminating boundaries to learning and success. Through innovation and collaboration, we create safe and engaging environments for our students and families to learn and grow.

POLICY:

The Covington Partners Board is committed to incorporating the values of diversity, inclusion and equity in the governance and operations of this organization.

GOAL:

To build and sustain diversity, inclusion and equity values requiring an ongoing commitment that must reflect full expression in our organizational culture, values, norms, and behaviors. Throughout our work, we support diversity across all lines of difference including age, economic circumstance, ethnicity, sex, race range of ability, religion, sexual orientation, and gender identity/expression. We will lead by example, viewing and encouraging diversity, inclusion, and equity as fundamental and an abiding strength of our organization.

Action Items:

1. Our board will reflect diversity, inclusion and equity in our membership, programming, policies and procedures, employment, donors and vendors.
2. Each year we will conduct a diversity, inclusion and equity audit to measure our effectiveness in being an organization committed to incorporating these values of diversity, equity and inclusion.

Measurable Outcomes:

We will use the Michigan Nonprofit Association's Diversity, Inclusion and Equity Assessment on an annual basis to measure our success and the board will review the findings annually to determine our growth in building and sustaining these values.

Covington Partners does not and shall not discriminate on the basis of race, color, religion (creed) gender, gender expression, age, national origin (ancestry) disability, marital status, sexual orientation, or military status, in any of its activities or operations. We are committed to providing an inclusive, equitable, and welcoming environment for all members of our staff, volunteers, subcontractors, vendors and students.

STAFFING AND VOLUNTEERS

GOAL:

Our staffing at every level of the organization is reflective of (our geographic region and population) diverse communities. Our recruitment and hiring practices reflect a commitment to the value of inclusion. We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee can actively contribute to fulfilling the organization's mission.

Action Items:

1. Education

2. Our policy should be included in our hiring, onboarding, and orientation processes for new employees, volunteers, board members and committee members.
3. The policy should be added to our organization's strategic plan.
4. Implementing a zero-tolerance policy for bullying and harassment.
5. Specific training and conversation with employees and volunteers about what diversity, inclusion, and equity mean.
6. Do monthly, quarterly, or annual check-ins with employees to see how they perceive your efforts are faring.
7. Create a diversity committee and make sure they are keeping a pulse on what is happening.

Measurable Outcomes:

- Covington Schools / Cincinnati Public Schools
- Survey
- Number of diverse applicants, interview and hired

PROGRAMMING

Goal:

Covington Partners will allow access to programming to all students of Covington Independent Public Schools, within the parameters of funding and program guidelines. Student participation in all programs of Covington Partners will reflect the total population that is served by Covington Independent Public Schools. Covington Partners staff will analyze data with an equity lens to expose gaps and disparities between groups of students. Strategies will be tested and implemented on a regular basis to eliminate those gaps and disparities.

Action Items:

1. Covington Partners will collect program data on a consistent and regular basis from multiple sources: diagnostic, formative, summative and perceptual.
2. Covington Partners will disaggregate data for analysis.
3. Covington Partners will use a root-cause analysis and quality improvement processes to eliminate gaps and disparities.
4. Covington Partners will train staff to use an "equity lens" when analyzing data and developing strategies to implement.
5. Covington Partners will conduct annual data walks of each program area to assess opportunities for growth.

Measurable Outcomes:

- Covington Partners will collect baseline data in each program area by June 30, 2020.
- Covington Partners will complete annual data walks by August 1 of each year.
- All Covington Partners staff will be trained on implicit bias and data disaggregation analysis within one year of being hired. Current staff will be trained by June 30, 2021.

SUPPLY CHAIN AND VENDOR PARTNERSHIPS

Goal:

Effective supplier diversity initiatives are a true win-win for Covington Partners and our local small and business. In order to positively impact the local business community, it is important to embrace Supplier Diversity and commit to creating a culture that embraces the idea of a diverse supply chain. The goal of this Supplier Diversity Policy is to create a significant multiplier effect by creating incremental contracting opportunities for local diverse businesses.

Action Items:

1. Ensure commitment from the Executive Leadership Team.
2. Link the Supplier Diversity Policy to Strategic Plan goals and objectives.
3. Identify key contacts within the organization to drive the Supplier Diversity Policy.
4. Review FY 2019 procurement transactions to identify diverse purchases against the organization's total purchases. This will give you a baseline to establish a benchmark goal for future local/diverse spend.
5. Identify procurement opportunities by reviewing the list of regularly scheduled services, products or purchases.
6. Create a pool of diverse businesses based on the identified procurement opportunities.
7. Train purchasing team to incorporate diverse businesses into their procurement process.
8. Create a reporting process to reflect identity of the diverse business, contract value, and type of work performed.

Measurable Outcomes:

- Maintain quarterly reports to track the success of the policy and provide key staff the ability to: exercise control, understand performance, and identify and resolve Supplier Diversity related challenges.
- Train purchasing team to incorporate diverse businesses into their procurement process.
- Establish a benchmark Supplier Diversity goal for FY 2020 based on FY 2019 outcomes.