



# Equity Forward

2020 - 2023 Diversity, Equity and Inclusion  
Strategic Action Plan



## Vision and Purpose

ODVN recognizes the relationship between domestic violence and oppression. Thus, it is committed to becoming an exemplary diverse, equitable, and inclusive organization by:

- Welcoming diverse people and perspectives
- Focusing on areas of inclusion via advocacy, training and leadership

## Values

### **Fairness** (Diversity, Inclusion)

Providing equitable access to advancement opportunities and grace to all individuals no matter their identities.

### **Respect** (Trust, Dignity)

Recognizing human characteristics in all by providing authentic affirmations and constructive feedback.

### **Responsibility** (Accountability, Commitment)

Committing to tasks with the energy necessary to accomplish them and owning up to shortcomings when they arise.

### **Integrity** (Ethics, Honesty)

Doing things as they are intended with a transparent lens.

### **Awareness** (Acceptance, Cultural Sensitivity)

Evaluating your own values and ideas while also seeking to learn and grow from others' values and ideas.

**FOCUS AREA**  
Culture and Climate

**STRATEGIC GOAL**

ODVN will establish and maintain an equitable and inclusive work culture to retain and recruit diverse talent.

**OBJECTIVES**

Build awareness and sensitivity on diversity, equity and inclusion related topics to improve cultural awareness and knowledge that fosters acceptance and inclusion of different identity groups.

Build team cohesion to improve communication, foster collaboration and remove barriers.

Create an inviting physical space to represent the wide breadth of cultures, identities, experiences, abilities and ages that ODVN serves.

**FOCUS AREA**  
Processes and Systems

**STRATEGIC GOAL**

Develop clear processes and systems that ensure an equitable employee experience.

**OBJECTIVES**

Update Human Resource Handbook to recruit and retain a diverse workforce that reflects the diversity of those that ODVN serves.

Enhance the employee experience via Human Resource processes to recruit and retain a diverse workforce that reflects the diversity of those that ODVN serves.

**FOCUS AREA**  
Engagement

**STRATEGIC GOAL**

Foster authentic external engagement with diverse stakeholders (communities and colleagues) via programming and partnership to eliminate disparities in service and employment within the movement.

**OBJECTIVES**

Enhance ODVN's external reputation regarding issues of diversity, equity & inclusion to promote their commitment to becoming an exemplary diverse, equitable and inclusive organization.

