



# Scripting Equity

2023 - 2026 Diversity, Equity and Inclusion  
Strategic Action Plan



## Vision and Purpose

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

Welcoming diverse people and perspectives  
Strategically 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 the human characteristics in all by providing authentic affirmations and constructive feedback.

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

Committing to task with the energy necessary to accomplish them. Owning up to shortcomings when they arise.

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

Doing things as they are intended with a transparent lens.

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

Consistently evaluating your own values and ideas while also seeking to learn and grow from others values and ideas.

## FOCUS AREA

Strengthening Service Delivery

### OBJECTIVE

Embed equity and inclusion into ODVN's direct services while modeling DEI best practices for member programs.

### STRATEGIC GOALS

Evaluate client pathways (policies, systems and processes) for best outcomes.

Develop a plan to address the gaps identified in the policy review.

## FOCUS AREA

Fostering DEI in the Movement

### OBJECTIVE

Maximize public and network awareness of DEI efforts.

### STRATEGIC GOALS

Establish a communication strategy to share the key impacts of DEI within the movement and opportunities for training and development.

Embed DEI practices into the current Promising Practices manual.

## FOCUS AREA

Enhancing Culture & Climate

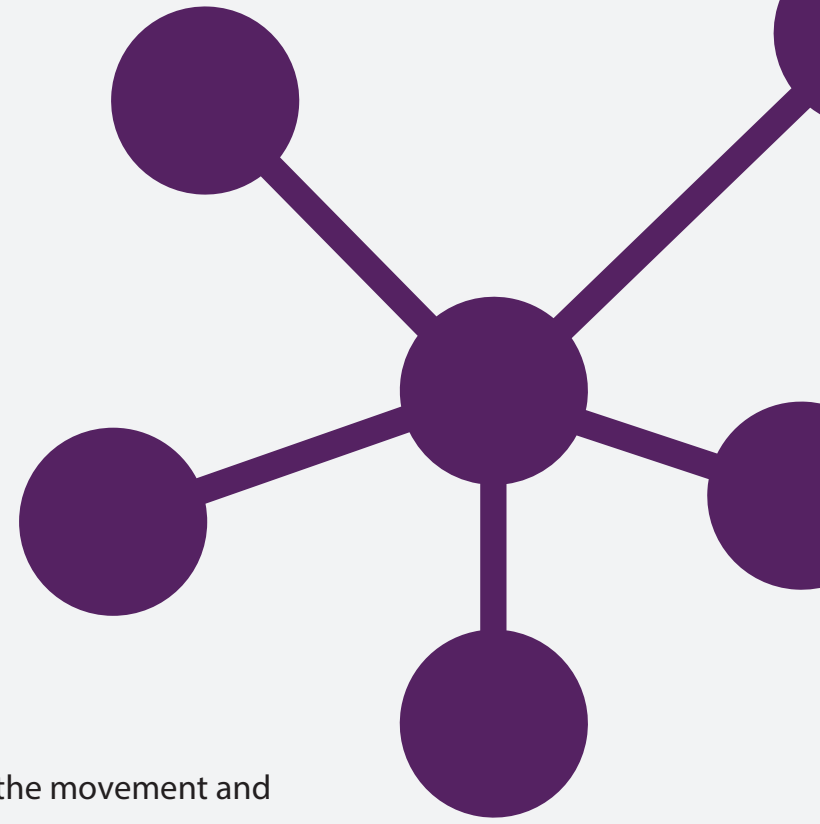
### OBJECTIVE

Create and nurture an inclusive culture that embraces diversity and promotes equity internally and within the movement.

### STRATEGIC GOALS

Embed DEI into our systems to create a diverse, inclusive and equitable culture.

Review HR policies and practices to ensure they support the desired culture and utilize effective recruitment and retention efforts.



2023 - 2026 DEI Action Plan