



**CHANGE Team:**

**Lori Higgins**

**Jessie Richardson**

**Kristina Latta-Landefeld**

**Oliver Holstein**

**Kevin Williams**

**Isabelle Munafu**



# PROJECT AIM

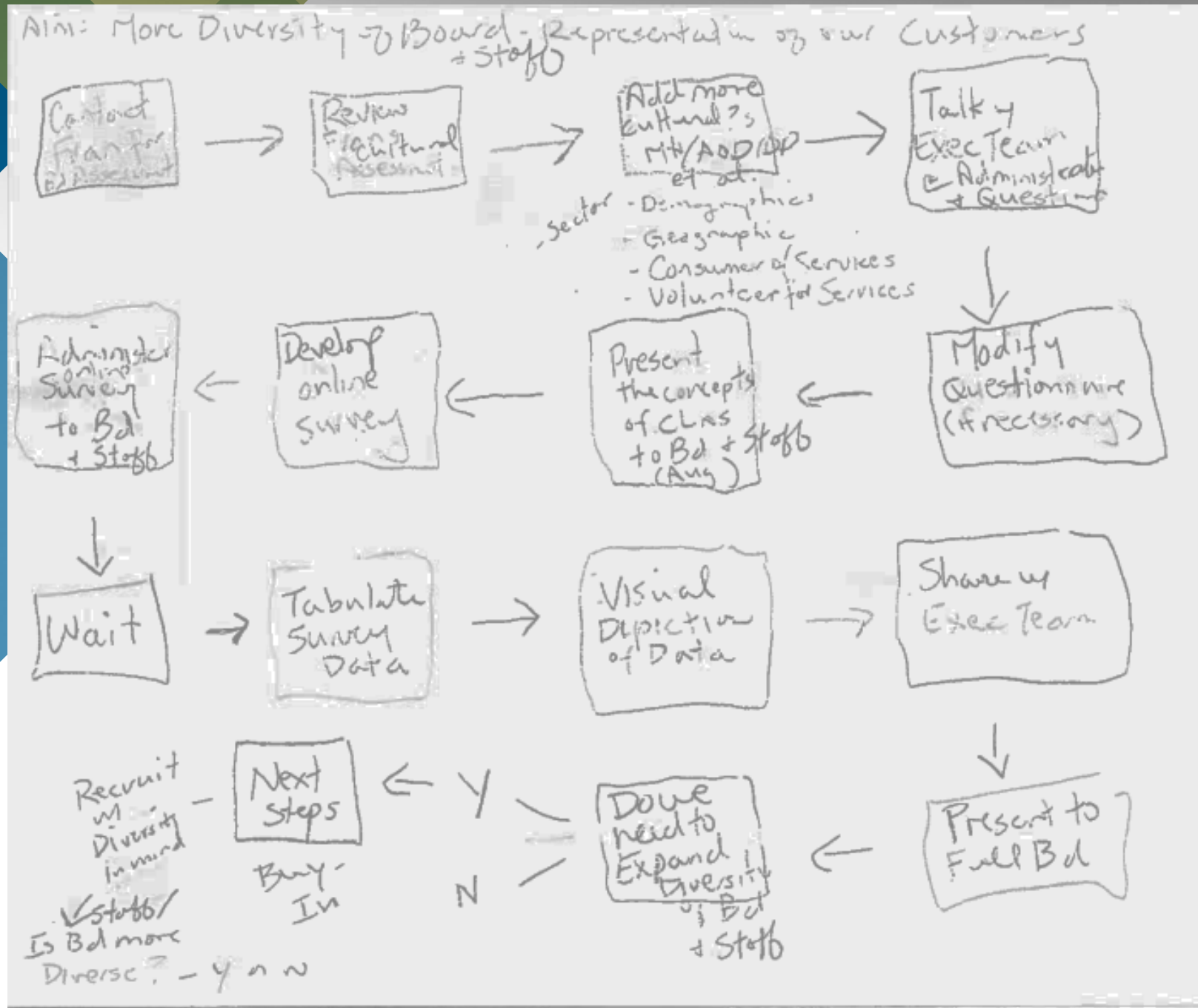
Create a more diverse board and staff reflective of the people we serve.

Goal: Identify the cultures and identities that make up our board and staff to then make targeted efforts to be culturally responsive to those we serve.

Time length: complete 1 round of assessments for board and staff before Sept. 27th



# THE CHANGE (Plan and Do)



## GATHERED

- Change Team
- Identified priorities

## CREATED

- Paper and Online Version
- CLAS Presentation

## IMPLEMENTED

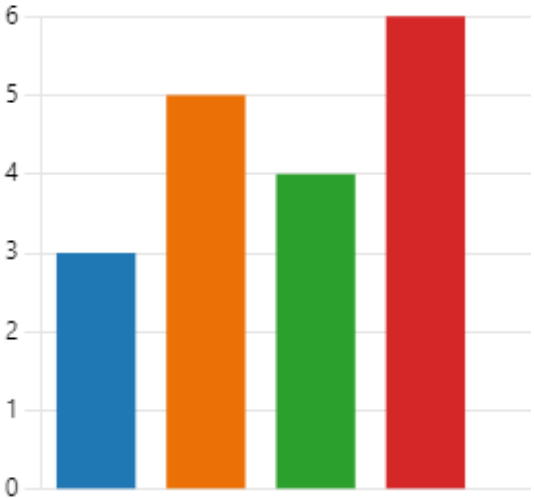
- Board 8/31/23
- Staff 9/20/23

# RESULTS (Study)

5. Age:

[More Details](#) [Insights](#)

Under 25	3
25-34	5
35-50	4
51-64	6
65 and Over	0
Prefer Not to Answer	0



12. Do you have a disability?

[More Details](#) [Insights](#)

Yes	4
No	14
Prefer Not to Answer	0



8. Do you identify as a member of the LGBTQ+ community?

[More Details](#) [Insights](#)

Yes	5
No	13
Prefer Not to Answer	0



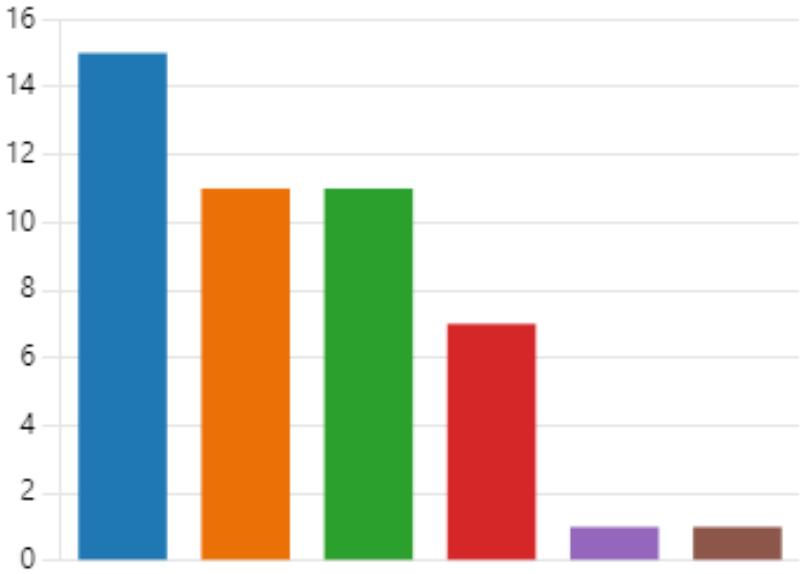
Questions that prompted the most discussion:

- Do you identify as a person of faith?
- Veteran/Military Status
- Have you been impacted by one or more of the following?

13. Have you been impacted by one or more of the following?

[More Details](#)

Substance Misuse/Abuse	15
Suicide	11
Violence	11
Problem Gambling/Gaming	7
I have not been impacted by an...	1
Prefer Not to Answer	1



# RECRUIT

## Gaps in Board and Staff

- People of color
- Lived experiences
- Consumers and volunteers



# NEXT STEPS (Act)

Change team will continue to meet on a regular basis!



## WEBSITE

- Scored 71% on accessibility
- Exploring needs vs investment

# IMPACT

- Prioritize and focus
- Conversation and value
- Learned:
  - Who we are
  - There's room to grow!

