

# Diversity, Equity, and Inclusion

UCP's Diversity, Equity and Inclusion (DEI) Council was formed in 2020 to focus with greater intention on ways to more fully incorporate DEI into our agency's culture. The Council's first priority was to formulate a DEI mission statement:

The Council exists in order to foster a community that recognizes, embraces, and values each other's unique diversity, so that together we may grow stronger as *ONE TEAM with ONE MISSION.*

The DEI Council is made up of staff and management from all across the agency. We come together monthly to find ways in which we can infuse diversity, equity, and inclusion into our agency culture and operations, as well as to learn and grow together on our shared DEI journey.

Some of the Council's achievements to date include:

- Internal outreach and communication of UCP's DEI initiatives and commitments (via *HR Updates* newsletter, staff and participant events, new hire orientation)
- Conducting annual DEI survey, sharing results, and identifying ways the agency can best respond and adjust to same
- Recommending policy changes that demonstrate UCP's commitment to DEI (ie, adding a floating holiday in lieu of Presidents Day so employees have the option to choose to celebrate another holiday that may be of greater personal significance)
- Establishing a UCP presence in support of a variety of community-based events throughout the year
- Facilitating various forums in which employees are empowered to share their stories, highlight their respective individuality, and help shape and broaden the perspectives of others

As DEI evolves, so do we as a Council. Still, we remain committed to our mission as we strive for every employee to feel recognized, embraced, and valued. All UCP employees are invited to join the Council.

