

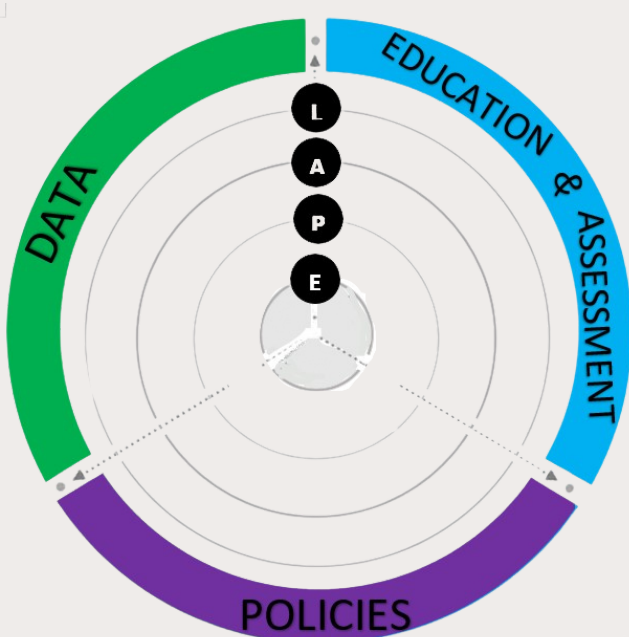
DIVERSITY, EQUITY AND INCLUSION

A Commitment to DEI in Adult and Vocational Training at Riverside School Board

Adapted from the [Korn Ferry D & I Maturity Model](#)

DEFINITION OF MATURITY LEVELS

Emerging	Progressing	Advanced	Leading edge
The approach to D&I is reactive and siloed; actions are ad hoc, and limited in number or scope; leaders have very limited involvement in driving D&I forward.	A broader understanding of D&I exists among employees. The focus tends to be purpose-driven and linked to business priorities, with leaders assuming some responsibility for D&I. The definition of diversity expands to include both visible and invisible dimensions of diversity. There are dedicated resources.	Talent Management incorporates D&I. Employees generally understand diversity and intersectionality. Leaders are trained and assessed on inclusive leadership skills. Performance agreements include clear expectations and indicators of a diverse and inclusive environment. D&I resources and budgets are readily available.	There is a sustainable approach to D&I. Employees view their D&I program as essential to their own and the business' performance. Inclusion is embedded throughout the employee and customer experience. In addition to their internal resources, leaders have external D&I advisory boards that guide them on leading edge practices.



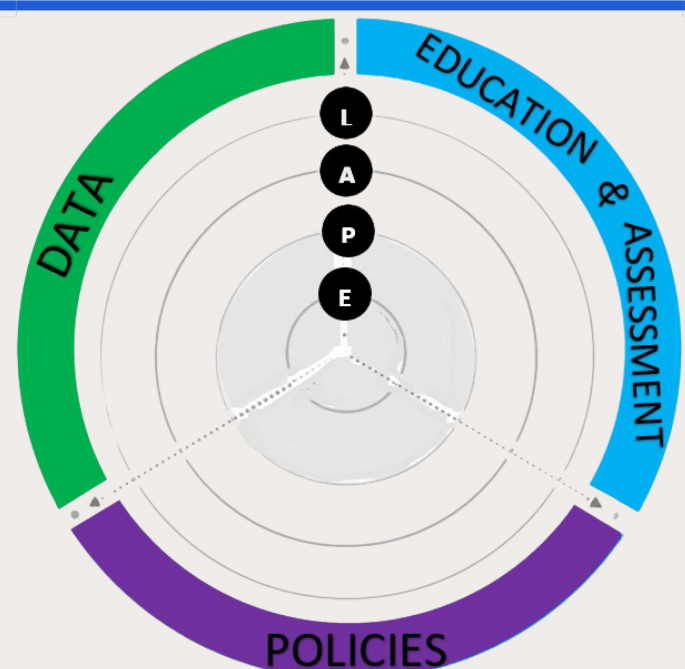
PRIORITIES

These are the three priorities identified by participants from RSB.

The current maturity level, in 2022, is "EMERGING" or E+ in some cases.

PRIORITIES

Participants estimate the level of maturity will increase to the "PROGRESSING" level by 2024.



ACTION IS REQUIRED

DATA

- What type of data is available? What type of data is required?
- Establish a baseline.
- Regularly check the pulse of staff and students.

EDUCATION & ASSESSMENT

- Create a speakers' bureau.
- Carve out time for training and increasing awareness.
- Identify and remove bias in assessments.
- Incorporate DEI objectives in performance reviews.

POLICIES

- Co-create policies with groups affected by them.
- Elevate policies and be agile making small improvements where they are needed.
- Review and update hiring policies, student recruitment policies.

What action plan will you implement at your center to advance these priorities?