



WHERE WE STARTED

2021

- National Office DEI Strategy Team and DEI Learning Collaborative focused on following priorities: **Education, Policy, Access and Inclusion, Metrics and Conflict Mediation**
- Over 4,000 VOA staff, executives and board members have attended DEI training sessions and discussion forums focused on unconscious bias, anti-racist leadership, LGBTQ+ inclusion, AAPI hate, health equity, the criminal legal system, and allyship
- Awarded **more than 50 scholarships** towards anti-racist leadership training for affiliates and community partners nationwide
- Adoption of health equity framework

2019

- Mike King, CEO and President, signed the [CEO Action Pledge](#)
- National Diversity, Equity and Inclusion Statement adopted.
- First national DEI survey conducted with **2394** employees sharing feedback. We learned that staff:
 - Wanted more DEI education
 - Needed practical ways to apply new principles; and
 - Viewed representation, particularly among VOA's leadership team, as essential
- DEI classified as a pillar in VOA's strategic plan. We committed to:
 - Increasing Board /Leadership diversity to reflect the VOA staff and clients we serve
 - Providing ongoing DEI education to increase awareness and encourage action
 - Purposefully engaging with a diverse network of suppliers to foster economic empowerment in underserved communities
 - Partnering with organizations committed to diversity and inclusion

2020

- Partnered with socially conscious organizations committed to social justice, anti-racist leadership, and spiritual diversity
- VOA's Affiliate DEI Learning Collaborative launched
- In response to the pandemic's impact on BIPOC communities, VOA COVID Relief Fund awarded 4 racial equity grants to affiliates serving historically marginalized, under-served and under-resourced local communities

2018

- [Diversity, Equity and Inclusion Statement](#) adopted
- Vice President of DEI appointed
- Board DEI Task Force created
- National Office DEI Strategy Team created

2016

- Began the intentional work in helping to create a world of greater justice and hope
- Focused efforts on education and collaboration at the board level

WHERE WE ARE

2018 - NOW



THE NATIONAL Board of Directors **RACIAL DIVERSITY** INCREASED from 26% to 48%



THE NATIONAL LEADERSHIP **RACIAL DIVERSITY** INCREASED to 38%



THE NATIONAL Board of Directors **GENDER DIVERSITY** HAS REMAINED close to 50%



THE NATIONAL LEADERSHIP **GENDER DIVERSITY** INCREASED to 65%

WHERE WE ARE

Ongoing Strategic Priorities



VOA NATIONAL
STRATEGIC PLAN

LEADERSHIP DIVERSITY

Cultivating leadership more reflective of the communities we serve. Our team continues to grow at the board, executive and front-line leader levels, far exceeding the national average for both racial and gender diversity among nonprofit boards.

HEALTH EQUITY

Embedding health equity into programs and services at the community level.

SUPPLIER DIVERSITY

Engaging diverse suppliers. Setting baseline and targets for engagement of diverse businesses while also providing tools and resources for implementation.

PARTNERSHIPS

Expanding diversity-aligned partnerships. Partnered with over 30 diversity aligned organizations since 2018.

EDUCATION

Continuing organization-wide DEI training sessions and discussion forums focused on unconscious bias, anti-racist leadership, health equity, the criminal legal system and its impact on formerly incarcerated individuals, and allyship.

Key DEI Leadership Practices



Build **TRUST** Through
Transparency



SHARE Challenges &
Best Practices Internally
and Externally



MONITOR Our
Progress



ASSESS Our DEI
Strategy and Goals



REPORT Monthly to the
National Board of Directors

WHERE WE'RE GOING

Now in our second century of service, **VOA believes it is more important than ever we pursue equity** as demonstrated through equal access and the advancement of all people. That's why we're:

- Prioritizing health equity, so every individual can experience equal opportunities for optimal health
- Working diligently to close gaps in leadership; and
- Nurturing relationships with our community partners.

We're leading with equity. Here are a few of our partners supporting our DEI work



Humana
Foundation



By 2030, we envision a more diverse, inclusive and equitable Volunteers of America; one that reflects a world of greater justice and hope.

Join us on our journey.

NATIONAL DIVERSITY, EQUITY AND INCLUSION STATEMENT

Volunteers of America values the rich diversity among all people to create a world of greater justice and hope.

We...

AFFIRM that all people are created equally while acknowledging that some have wrongly endured unfairness, discrimination and inequity.

CELEBRATE our differences while recognizing the common humanity that unites us.

EMBRACE diverse perspectives to deepen understanding, provide innovative solutions, and strengthen our impact.

PROMOTE an inclusive environment where all people feel accepted and valued.

PURSUE equity as reflected in equal access, treatment and positive outcomes for all.

PARTNER with others that share a commitment to diversity, equity, equality and inclusion.