



DIVERSITY AND INCLUSION PLAN – SCORECARD

YEAR 2021/22

TRAVERSE INDEPENDENCE DIVERSITY AND INCLUSION PLAN – SCORECARD

STRATEGIC PRIORITY	GOALS	MEASURES/INDICATORS	TARGET DATE FOR 2020/2021	Q1/Q2	Q3	Q4	COMMENTS
DIVERSITY AND INCLUSION	Mandatory diversity training will be inserted into the new staff orientation process through Surge.	100% of new staff and volunteers including the board of directors will receive and complete the diversity training module.	March 2022	100%			This has been incorporated into the onboarding video for new staff.
	Diversity training will be offered annually through the Surge Training system to all staff.	100% of staff meetings will have diversity training as an education topic once annually.	March 2022	85%			Due to staff turnover our average rate of staff with diversity training averages around 85%.
	The client and caregiver handbook will include a section on diversity and inclusion.	90% of clients and caregivers will respond positively to understanding diversity at Traverse Independence.	March 2022	0%			Caregiver group just getting up and running. No client training on diversity yet.
	Indigenous awareness training will be offered to employees through Surge.	100% of staff will complete the training on indigenous awareness.	March 2022	100%			
	The board of directors will work towards having a diverse board with members who reflect the diversity of the community, staff and clients.	The board will attend training on diversity and maintain as a standing item on the board meeting agendas.	Sept 2021	100%			Board does diversity training at each board meeting, board diversity sub-committee struck, one member attending intensive diversity training in January 2022.