

EDI Equity
Diversity
Inclusion

INAUGURAL REPORT

FY2023

July 1, 2022-June 30, 2023



Lutheran Social Services of Illinois

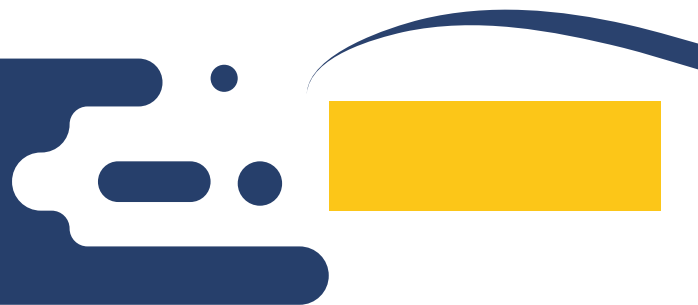


TABLE OF CONTENTS

Introduction	2
Message from CEO	3
Message from Associate VP of Organizational Development & EDI.....	4
Equity, Diversity, and Inclusion at LSSI	5
EDI Pillars	8
Demographics	9
Organizational Culture Assessment.....	11
EDI Steering Committee	15
Client Experience	17
EDI Training	18
Anti-Racism Statement.....	20
Special Initiatives	21
Looking Forward	23



INTRODUCTION

MISSION

Our mission—our work—at LSSI responds to the Gospel to bring healing, justice, and wholeness to people and communities. Wholeness requires that each of us hears and understands the pain of disparity, inequity, and racism. We believe that LSSI, as an organization, and each of its employees, individually, must commit to an Equity, Diversity, and Inclusion (EDI) journey.

At LSSI, we recognize the centuries of inequities, injustice, violence, and systemic racism that has been experienced by employees and clients of color. Race and color remain the top characteristic for discrimination. Through addressing the deep-seated biases that impact people of color, we will create a more equitable and welcoming experience for employees of varying races, genders, sexualities, disabilities, and religions, etc.

The same barriers historically marginalized people have faced in the past continue to exist today. We acknowledge that LSSI is not isolated from those systems created to be barriers for various groups but an active component in it. Thus, we commit to becoming an active voice in our social sector, learning from our peer organizations who are already making strides, and modeling through action to create the changes we seek for our clients and staff.

LSSI CORE VALUES

LSSI strives to embody compassion, respect, service, impact, and excellence in our work.

CEO'S MESSAGE

DEVOTION – INCLUSION

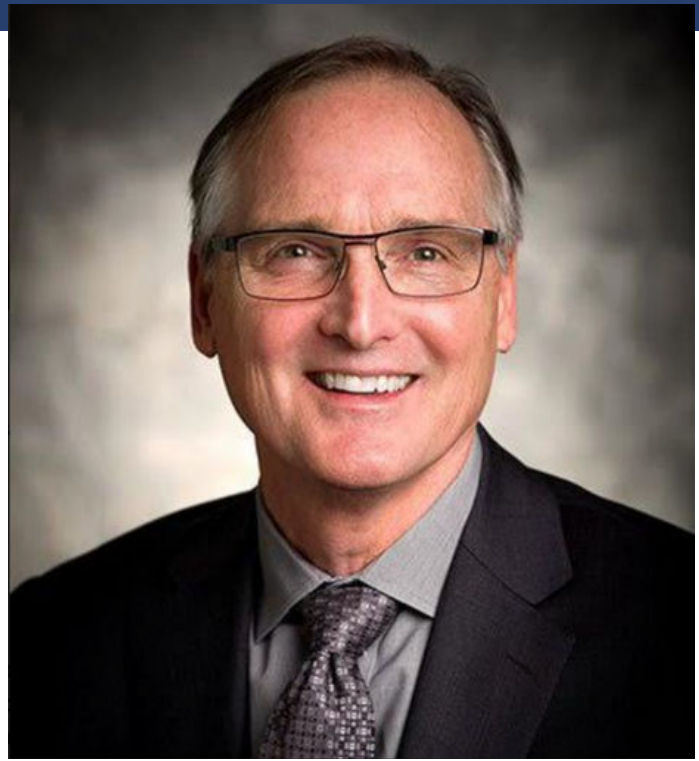
We live in a world that falls short of full inclusion. This is particularly true for diverse people and cultures. Some barriers get in the way of everyone being able to fully participate in community. Some voices are not heard, and their thoughts are ignored or dismissed. There is as well a lack of mutual respect and belonging to community.

WE NEED TO:

- Welcome one another
- Be kind to one another
- Be tenderhearted
- Forgive one another
- Show no partiality
- Love one another
- Strive for peace with everyone
- Show hospitality, even to those we don't know
- Do nothing from selfish ambition or conceit, but in humility
- Count others more significant than ourselves

If we follow these principles, would we not be inclusive of others? Jesus lived these perfectly. Jesus was not about His selfish ambitions, but in absolute humility gave His life for us.

If we count others more significant than ourselves, we can be a part of building community where all feel valued. We can live out our imperfect lives, in the example of Christ, becoming increasingly inclusive.



Mark Stutrud



MESSAGE

Associate Vice President of
Organizational Development & EDI



Terri Wilkerson

I cannot believe it has been a little over a year since LSSI embarked on our Equity, Diversity, and Inclusion journey together. As one of LSSI's designated practitioners of EDI, I feel honored to share our successes over the past year.

The term transformational leader was coined in 1978. It was used to describe a process whereby leaders and followers help each other to advance to a higher level of morale and motivation. Equity, Diversity, and Inclusion have very tangible indicators for success and impact. However, I always believed it to be a moral imperative more than a technical one. I could provide the business case for why we should move in this direction, but I prefer to give you the ethical one. Something being legal does not mean it is just. Something being a written policy does not make it fair. So, the EDI journey is about behavior change. It is about inspiring the hearts and minds of the workforce to create a healthier environment for all the different people who may enter it.

The first year has focused on assessment and establishing a baseline for future initiatives. LSSI established a formal EDI Steering Committee, participated in a year-long organizational culture assessment, and created a role designated to integrate organizational development, Human Resources (HR), and EDI. With the commitment of so many different stakeholders, the EDI committee crafted LSSI's first Anti-Racism Statement and 100+ leaders were trained in Anti-Racism. There are other accomplishments to boast that were generated out of networks like the Families Together Pilot, implementation of the Stay Interviews, and an All Children All Families accreditation through the Human Rights Campaign Foundation.

It has been an impressive first year that would not be possible without leadership commitment and all of you. I hope you enjoy our annual report and see yourself reflected in it. As we journey into the second iteration of our EDI plan, we hope to create even bolder action and impact for the workforce. Thank you for allowing me to serve alongside of you.

EDI AT LSSI

SHARED LANGUAGE

Language and communication allow us to connect with and engage others. For us to effectively advance our EDI work, it is essential that we share a common understanding of the issues and language used. Varying definitions can lead to misunderstandings, which is one of the common ways that EDI work can become derailed.

Imagine if people were asked to write down their understanding of what racism means and then compared answers. There would certainly be a variety of responses with multiple meanings.

Shared language and understanding goes beyond simple definitions and requires us to engage in meaningful conversation with each other so that our EDI work moves beyond the page and into our everyday lives.

The EDI Steering Committee worked to create clear definitions for the following terms as one of the first steps in LSSI's EDI journey.



EDI Steering Committee Members, pictured from left, Lakedra Vaughn, Timothy Smith, Cheyenne Boyer, Joseph Winford, Kelly Sappington, Jere Murry, Terri Wilkerson.

DEFINING EDI

EQUITY

Equity is both representation of diverse groups and active dismantling of barriers that keep under-represented groups from opportunities for professional advancement, recognition, and full participation.

Improving equity requires:

- Ensuring and promoting justice and fairness within existing systems
- Acknowledgement and understanding of the root causes of disparities
- Working intentionally to address root causes of disparities.

DIVERSITY

Diversity acknowledges, seeks, and welcomes differences, including but not limited to race, age, gender, sexual orientation, religion, class, geographic location, mental or physical ability, language, and learning style.

Diversity is a commitment to open-mindedness, with the responsibility to be curious and to learn, share, and celebrate different cultures, beliefs, and experiences.

INCLUSION

Inclusion is the intentional removal of barriers in an ongoing effort to ensure that diverse individuals fully participate in organizational work and community-building. An inclusive workplace engages all voices to encourage diverse thinking. Inclusion requires that diverse employees and clients are seen as mutually respected members of LSSI's community.

Inclusive environments create space for diverse employees and clients to represent themselves in authentic ways.

DEFINING RACISM

RACISM

“Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. It occurs when this prejudice—whether individual or institutional—is accompanied by the power to discriminate against, oppress or limit the rights of others.” Racism is prejudice coupled with power.

Most of us recognize and stand solidly against ***overt expressions of racism*** such as racial slurs, violence, and practices of blatant racial segregation and discrimination.

More often, racial discrimination is disguised and shows up in subtle ways (***covert racism***) such as implicit biases, microaggressions, and racially coded language.

OVERT RACISM

Generally socially unacceptable

Hate crimes •
Lynching •
Anti-immigrant violence •
Blackface/Brownface •
Painting swastikas • Burning crosses • Racial slurs • The Ku Klux Klan • Public harassment of POCs speaking other than English

COVERT RACISM

Socially acceptable/practiced

White silence • Racial profiling • Denying institutional racism • Police brutality against People of Color (POC) • 'Law and order' • Tone policing • "There's only one human race" • Invalidating or disbelieving POC experiences with racism • Touting respectability politics • Fear of People of Color • Denying white privilege • 'Bootstrap theory' • Microaggressions • Rewriting history • Eurocentric school curricula • 'All Lives Matter' • Using POC culture as Halloween costumes • "You don't have an accent!" • "But they have Black colleges!" • Prioritizing white people as experts on everything • Denial of racism • Tokenism • Cultural appropriation • Treating children of color as adults • 'You're so articulate' • White self-segregating neighborhoods, churches, schools • "Where are you REALLY from?" • Weaponizing whiteness • Coded racist language and actions • "My intention was not racist!" • Racist sports mascots • Mass incarceration • Colorism • School-to-prison pipeline • English-only • Fetishizing POC • Meritocracy myths • "We need qualified people" • Eurocentric beauty standards • 'White savior' complex • Claiming 'reverse racism' • Colorblindness • 'Playing the race card' • Excusing/ 'white-splaining' racism • Mission trips

Definition of Racism Source: <https://humanrights.gov.au/our-work/race-discrimination/what-racism>.

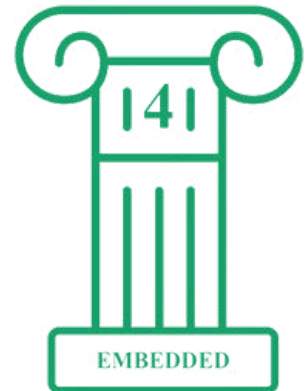
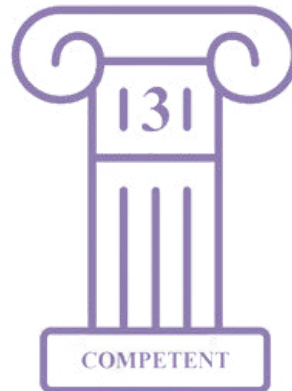
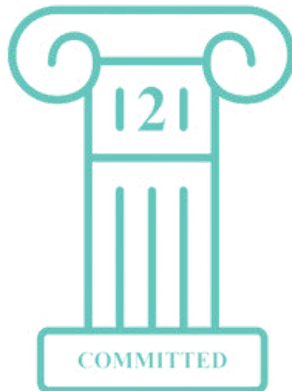
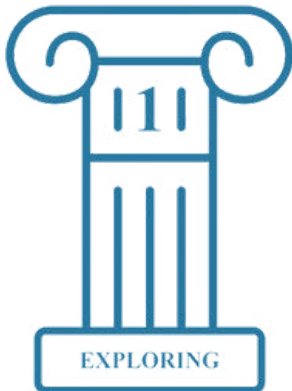
Graphic Source: Religion & Race | [Overt and Covert Racism](#)

EDI PILLARS



HISTORICAL PERSPECTIVE

The four pillars serve as a roadmap for LSSI to transition towards becoming a more equitable, diverse, and inclusive organization. By committing to these pillars, LSSI can continue its journey of positive change and make a meaningful impact on the lives of its employees, clients, and the communities it serves.



Singular voices seeking an EDI focus.
Discussion of issues not tied to action.
Lack of goals or clear focus.
No high-level leadership commitment.

Small groups identify EDI actions.
Focus on process and procedures.
Baseline training, metrics, and process improvements in place.
Inconsistent leadership commitment.

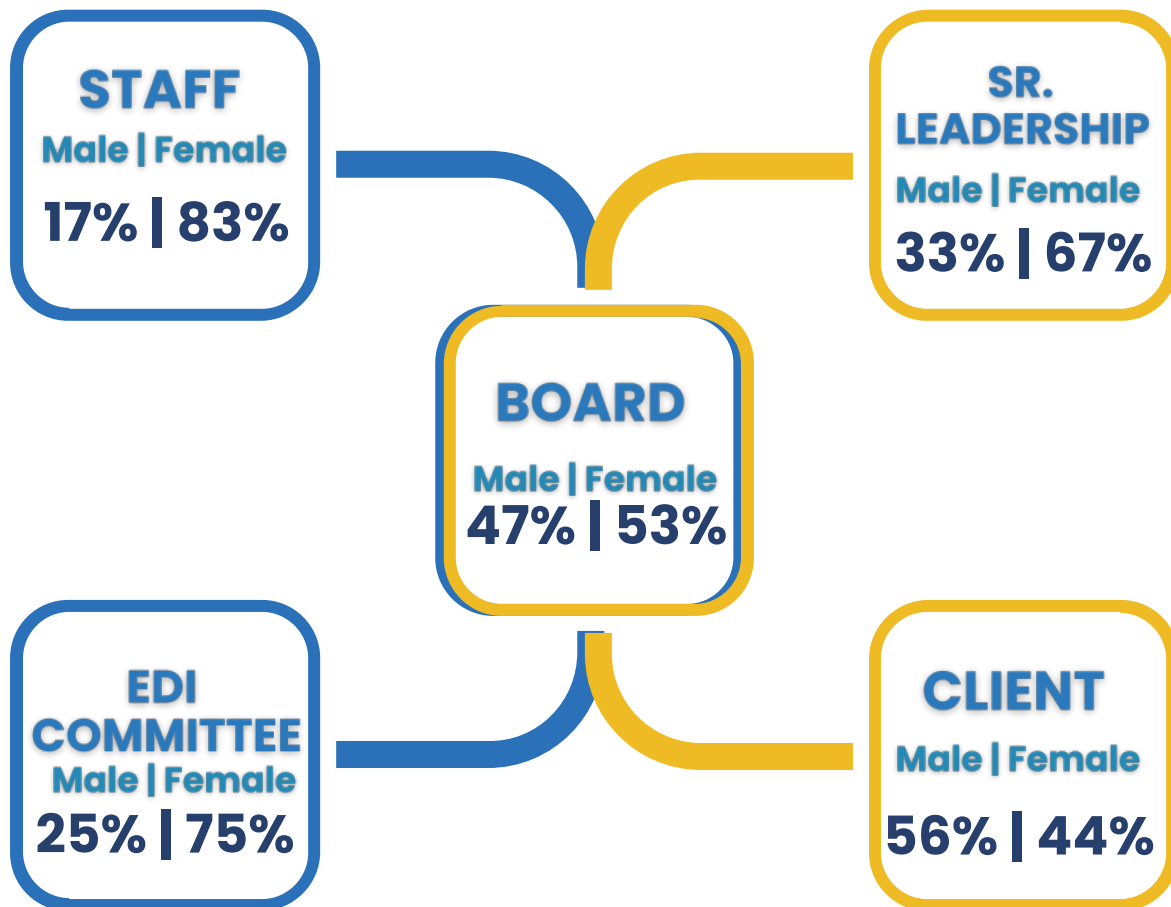
Organizational commitment to EDI culture.
Leadership committed to necessary changes.
Embedding of EDI across operations.
Majority Board engagement.
Hard Metrics.
Communicated vision.

EDI is rooted and difficult to disrupt by organizational change.
Broad base of support and engagement.
Internal-External strategy.
Transitioning from EDI to anti-racism.

DEMOGRAPHICS

GENDER

Through the analysis of demographic data and the organizational assessment, LSSI has identified the need for increased workforce diversity, particularly in leadership positions. Our overall workforce demographics are representative of our client population; however, we seek to improve by increasing leadership diversity to be more reflective of the larger workforce. Over the next year, LSSI is focusing on candidate pipelines and succession planning to enhance leadership diversity. Additionally, it is a goal to collect and analyze additional demographic data including disability status and sexual orientation to further understand the true diversity within LSSI.

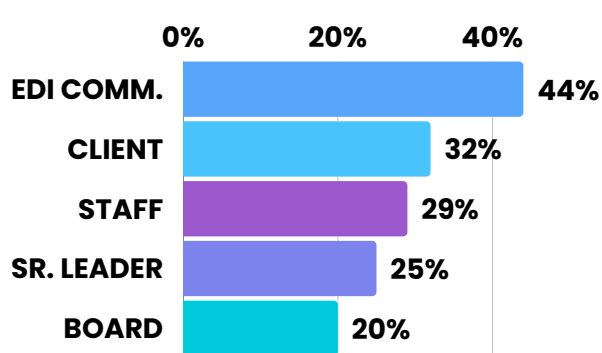


We recognize that this demographic data is limited in its application to all employees as it focuses on gender as a binary. Please note that LSSI has revised how we collect gender demographics for both clients and employees and future data will include an expanded list of gender identities.

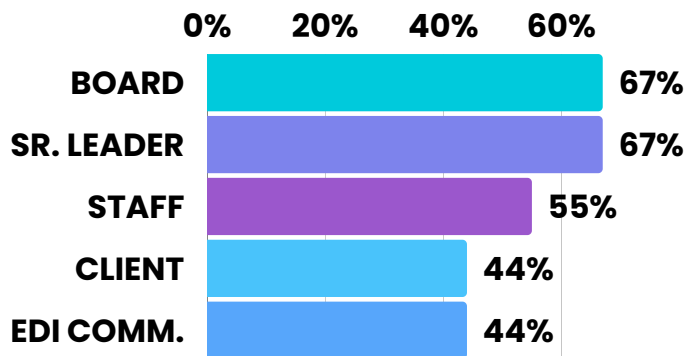
DEMOGRAPHICS

RACE | ETHNICITY

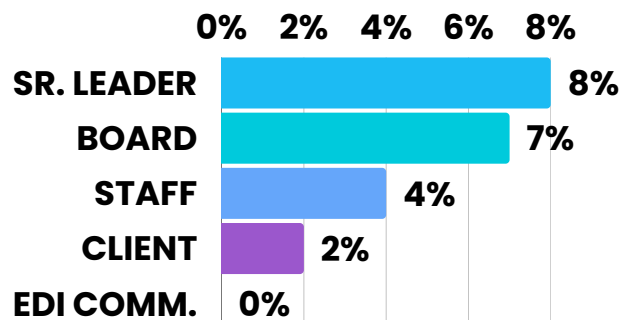
BLACK/ AFRICAN AMERICAN



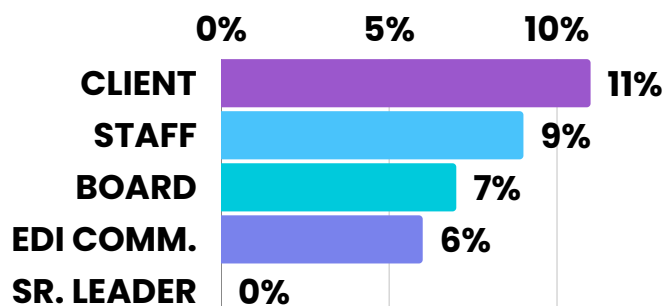
WHITE



ASIAN



HISPANIC/ LATINAE




	MIXED ETHNICITY	AMERICAN INDIAN	NATIVE ALASKAN	OTHER
STAFF	3%	3%	3%	3%
SR. LEADER	0%	0%	0%	0%
EDI COMM.	0%	6%	0%	0%
CLIENT	6%	0%	0%	4%

ORGANIZATIONAL CULTURE

Over the course of one year, LSSI underwent an intensive organizational culture assessment. With the assistance of Julia Ritchie Consulting, LSSI assembled a project management team including Ruth Jajko, Terri Wilkerson, and Jillian Madden. The organizational assessment was designed to solicit input and perceptions of LSSI employees from across all LSSI programs, geographic locations, and levels of employment.


Throughout the process of completing the organizational assessment, LSSI leaders have received clear feedback from employees regarding what makes a good workplace and why employees choose to work for LSSI. The assessment highlighted some affirming strengths including the commitment of employees to serving our clients. However, it also brought to light some tough realities including that employees from historically marginalized communities (i.e. people of color, LGBTQIA+, and non-Christian employees) feel overall less comfortable bringing their “full selves” to work.

The following key findings have been shared across the organization and employees have had the opportunity to provide additional feedback. 

TOP 3 STRENGTHS

1. Employees are deeply committed to LSSI’s mission and to serving the “whole person.”
2. Employees have a high degree of dedication to their teams and direct supervisors.
3. LSSI leadership is responsive in a crisis.

TOP 3 PRIORITIES

1. Building robust internal communications capacity.
 2. Reimagining employee engagement and workforce development to strengthen employee experience.
 3. Strengthening LSSI’s bench of emerging leaders and managers.
- 

LSSI leadership is working diligently to create solutions that are in direct response to the feedback obtained from employees during the assessment process and has already implemented several initiatives.

CENTERING EMPLOYEE EXPERIENCE

PROJECT TEAM



“From the time I interviewed at LSSI, I knew this was the place for me. During my group interview, I met staff of different races and cultures, and this was exactly what I wanted to see, diversity. My personal growth has always been in the forefront and since coming to LSSI my contribution has been noticed, and this has allowed me to move into different positions. This not only challenges me and my professional growth, but it shows me that LSSI is dedicated to my future.”

-Marisella Ramos, Sr. Director of Mental Health Recovery and Reintegration



Julia Ritchie

Julia Ritchie Consulting



Tracey Bobadilla

Julia Ritchie Consulting



Carlos Luis Soto

Julia Ritchie Consulting



Brandon Black

Julia Ritchie Consulting



Ruth Jajko

Chief Operating Officer



Jillian Madden

Executive Director-Strategic Integration & Development



Terri Wilkerson

AVP-Organizational Development and Equity, Diversity, & Inclusion



LISA SEYMOUR

Program Director-Children Community Services

EMPLOYEE SURVEY

62%

Of staff recommend LSSI as a great place to work.

70%

Of staff affirm LSSI values EDI.

75%

Of staff affirm that LSSI employees appreciate others whose background, beliefs, and experiences are different than their own.

HIRING/ONBOARDING

An employee's experience begins the moment they have contact with LSSI. Based on feedback from the organizational assessment, LSSI has implemented new recruiting, hiring, and onboarding practices. All new employees participate in an orientation that is designed to provide information about employee benefits and policies as well as organizational culture and resources. Guidance is also provided for supervisors to help new employees acclimate to their role, team, and the organization. The goal is for all employees to feel welcomed to LSSI and for everyone to feel a sense of belonging.

61% Employee retention rate

67% of employees hired in FY23 identified as People Of Color



Donna Barber
Vice President
HR



Donya Hunter
Director
Acquisitions



Priscilla Novak
Director
Compliance



Shelly DiFonzo
HR Business
Partner



Pat Pearse
HR Business
Partner

STAY INTERVIEWS

In collaboration with the Human Resources Department, LSSI's Recruitment & Retention Workgroup excitedly rolled out a new tool called the Stay Interview. Stay interviews are one-on-one conversations with current employees about what they like about working at LSSI and what they would change about the organization, the team, or their role if they could. These conversations are a powerful tool to help retain employees. It affirms that managers are committed to making the work experience at LSSI a positive one.



I want to share my thanks for your [employees] part in creating a positive culture at LSSI. LSSI has been listening to you. You have provided vital feedback in our listening sessions, and the LSSI leadership team continues to build on that feedback. We appreciate your ideas and are incorporating these themes into our decision-making process.

-Julie Kovacin, former Executive Director of Behavioral Health (retired 2023)



EDI STEERING COMMITTEE

The EDI Steering Committee was formed in 2020 with the purpose of assisting LSSI to move through the stages of the EDI journey (Exploring—Committed—Competent—Embedded). The committee is comprised of employees from all LSSI networks and is representative of various employee roles. The committee also strives to be demographically reflective of the employee diversity at LSSI.

Each member has the opportunity to fully participate through the identification and dismantling of historical and persistent barriers that prevent members from succeeding. Members can be impactful and show up as their authentic selves to create an inclusive experience for all.

Since its initiation, the EDI Steering Committee has accomplished a number of goals, including:

- **Created definitions of Equity, Diversity, and Inclusion and crafted LSSI's Anti-Racism Statement.**
- **Made EDI related recommendations that have been integrated into LSSI's strategic plan.**
- **Hired an inaugural Executive Director of Equity, Diversity, and Inclusion.**
- **Engaged with external partners in learning about white supremacy culture in the workplace, diversity inclusion, and religion and social justice.**

LSSI's EDI Steering Committee will continue to be an integral part of the EDI work going forward, informing decision-making, educational opportunities, and organizational culture.



Ashley Siepl

“The definition of Empathy, 'the ability to understand and share the feelings of another.' I had struggled for years to find ways of producing empathy in myself in regards to equity relations, although I have felt a deep sadness and pain for those who have been affected by inequality. I am not able to fully understand or share in the feelings of those who have been oppressed and diminished in our society because I just happen to be born white and privileged in every sense of the word. When asked to join the EDI committee, I felt humbled to be a part of a group that continues to take steps to create movement towards awareness of social justice issues within LSSI. I don't think we will ever be finished with this work, at LSSI or as humanity, but the least we can do is to put into action what we can each day.

-Ashley Siepl, Development Coordinator and EDI Steering Committee Member

EDI STEERING COMMITTEE



Dan Maxon
Sr. Tech Field
Support Analyst



Jere Murry
Executive Director
Children's Community Services



David Novak
Vice President-Advancement



Latteria Bass
Supervisor-SDS



Joseph Winford
Program Director-Families
Together



Cheyenne Boyer
Child Welfare
Supervisor



Timothy Smith
IS Application Support
Specialist



Samella Taylor-Lewis
Associate Executive Director-
Home Care Services



Lenise Greene
Quality Compliance Manager



Pat Pearse
HR Business Partner



Donald Hardaway
Clinical Director



Kelly Sappington
Executive Director
Equity, Diversity, and Inclusion



Terri Wilkerson
AVP-Organizational
Development and Equity,
Diversity, and Inclusion

EDI committee members reflective of membership as of 08/01/2023

CLIENT EXPERIENCE



I am a former resident of your Elgin Addiction Treatment Center, which used to be on the grounds of the state mental hospital. It was an older building and the rooms were like a quanset hut. It was very cozy and served the purpose for me. I completed the 28 day program and transferred to the 6 month halfway house, attached to the treatment center. I entered your program in August, 1989. It was a great learning experience and I met a wonderful counselor who was also a member of AA. Alcohol was my drug of choice. I stayed in touch with the counselor, until he passed away a few years later.

I really appreciated your letter stating all of the ways that LSSI helps the different communities in Illinois. Even though I live in another state, I still contribute to LSSI in Illinois, because you were there for me when I was desperate and had nowhere else to go. I had to borrow the \$15 a day, for the 28 day program, from my father. I had paid him back, once I found a job in Elgin.

Thank you again for all of the good works that LSSI has done and continues to do.
-Mark, former LSSI Client



Above data points are part of the Client Mega Outcome measurement on Dignity Promotion

EDI TRAINING

Training is the foundation for how employees move through the EDI journey. It provides a collective understanding of issues such as implicit bias and cultural competency. Training can help with identifying systems at work that have a disparate impact on employees from historically marginalized groups. It is an opportunity to provide a historical context and to examine how EDI issues show up every day. Training empowers employees to engage in action when they identify racism, discrimination, or inequity in the workplace.

LSSI acknowledges that training is simply one piece of the EDI work. Training and educational opportunities must go further than one-time events and allow for ongoing conversations and support around creating an equitable and inclusive work environment for everyone. The EDI team is working to assess current training opportunities and develop additional materials that align with identified areas of improvement.

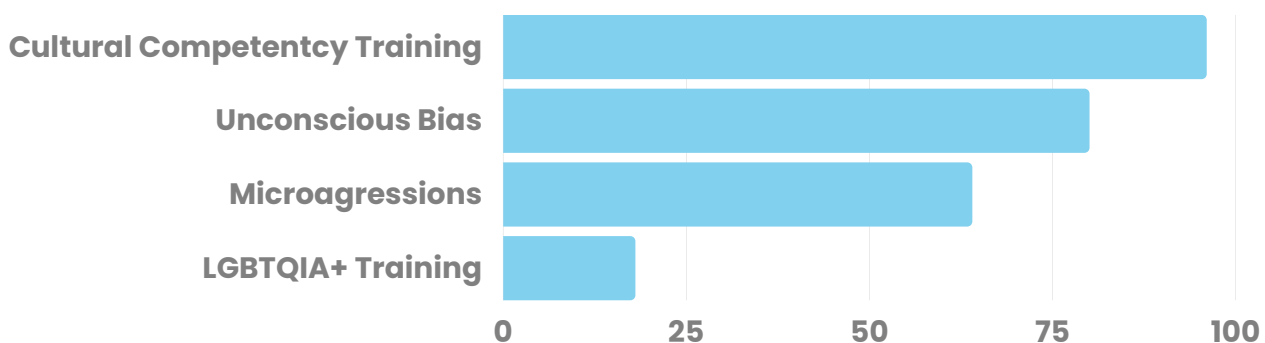
The following data shows the number of LSSI employees who have completed the currently offered EDI trainings.



111

PEOPLE RECEIVED ANTI-RACISM TRAINING

Percentage of staff who have completed additional EDI training



BECOMING ANTI-RACIST

LSSI has come to understand that being an actively Anti-Racist organization is essential in creating an equitable and inclusive workplace for all employees. In August 2023, 111 leaders participated in the first organizational Anti-Racism training conducted by Crossroads. ([Crossroadsantiracism.org](https://crossroadsantiracism.org)) Following this training, LSSI released an Anti-Racism Statement, acknowledging our history and committing to change.



Michael Russell



Lori Adams



LSSI employees participate in Anti-Racism Training

ANTI-RACISM STATEMENT

“I learned that racism, like most systems of oppression, isn’t about bad people doing terrible things to people who are different from them but instead is a way of maintaining power for certain groups at the expense of others.”

-Alicia Garza, The Purpose of Power. How We Come Together When We Fall Apart

The COVID-19 pandemic presented unique conditions that enabled the world to collectively watch George Floyd take his final breath. There had been incidences of race-based violence in communities of color before and continue to be after. For LSSI, George Floyd is the impetus of our Equity, Diversity, and Inclusion journey. People around the globe felt the spark that ignited fires, which demanded change. This moment was another manifestation of centuries of white supremacy. However, the global pandemic forced us to stay inside and to pay attention in ways we had not previously. Amidst this, LSSI, known for serving people of diverse backgrounds, was faced with a choice: remain passive or work toward an equitable future.

Lutheran Social Services of Illinois has the goal of healing local communities. With a workforce of over 1,100 employees, LSSI impacts approximately 42,000 clients across the state annually. Our presence in the world does not exist in a vacuum. Our mission—our work—at LSSI responds to the Gospel to bring healing, justice, and wholeness to people and communities. Wholeness requires that each of us hears and understands the pain of disparity, inequity, and racism. We believe that LSSI, as an organization, and each of its employees individually, must commit not only to an Equity, Diversity, and Inclusion journey but to the work of actively being Anti-Racist.

At LSSI, we accept that our internal attitudes affect our external work, and that truly meaningful work cannot be done within our communities when it has not been done internally. We must recognize and reconcile with the realities of race and discrimination within our organization. We will begin to heal ourselves and our community by first acknowledging our own role in upholding systemic inequities explicitly and implicitly.

Abridged version. Visit LSSI.org/EDI for full statement.

SPECIAL INITIATIVES

All Children All Families (ACAF)

LSSI is in the process of achieving an All Children All Families (ACAF) accreditation status through the Human Rights Campaign Foundation. ACAF promotes LGBTQIA+ inclusive policies and affirming practices among child welfare organizations and celebrates those organizations that are leading the field with innovative approaches to inclusion.

Learning objectives for the ACAF accreditation include:

- Gaining knowledge of and comfort with appropriate terminology regarding LGBTQIA+ and SOGIE (Sexual Orientation Gender Identity and Expression) issues.
- Exploring personal beliefs and unconscious bias.
- Learning to communicate with clients and their families from a place of “openness” and respond to misconceptions about LGBTQIA+ people.
- Understanding the barriers faced by LGBTQIA+ children in the child welfare system.

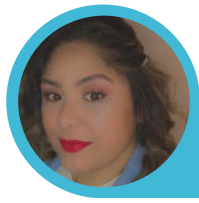
ACAF Committee



Adrienne Doherty
Program Development
Associate



Maizee Miller
Quality Compliance/
Regional Team Manager



Vanessa Sinacore
Foster Care Licensing
Representative
Educational Liaison



Brittany Dorch
Regional Trainer



Tori Sehr
Administrative Assistant



Danielle Ross
Child Welfare Assistant



Heather Williams
Adoption Preservation Supervisor



Clifford Johnson
Child Welfare Resource
Supervisor



Mary Beth Kosa
Team Leader

Not Pictured:

Maria Peters, Child Welfare Specialist; **Stacie Frauenhoffer**, Child Welfare Assistant; **Niki Frassato**, Sr. Child Welfare Supervisor; **Hannah Shafer**, Child Welfare Specialist



SPECIAL INITIATIVES

FAMILIES TOGETHER

The average length of stay for children in foster care in Illinois is 35 months. Families Together aims to reduce the length of stay for children in foster care and to return them home within 12 months. The Families Together pilot began its implementation September 1, 2022, with a cohort of 149 youth and their families. Through Families Together a specialized care team is assembled to support children, foster parents, and biological parents with training, frequent contact, and evidence-based therapies. Identified barriers are addressed with concrete solutions such as providing foster and biological families with a tablet so they can easily communicate and participate in care meetings.

The goals of Families Together include:

- **Fewer families and youth advancing** in the child welfare system and needing a higher level of care outside of a traditional foster home.
- **Quicker response** to concerns to avoid cases escalating in the system.
- **Reinforcing feelings of success** among staff serving the children and families.



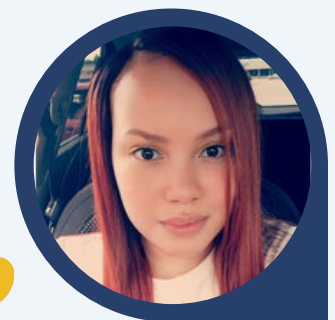
Monese Deramus-Team Supervisor, Zachary Zuniga-Team Supervisor, Victoria Hayes-Licensing Supervisor, Joseph Winford-Program Director, Laura Galarza-Foster Care Supervisor, Angela Weedon-Senior Supervisor, Sean Parker-Foster Care Supervisor and Shenia Lee-Program Director.

FACT: African American children are removed from their homes at 8 times the rate of White children

“

Effective family engagement occurs when child welfare practitioners actively collaborate and partner with the family network, including maternal and paternal relatives and fictive kin, throughout their involvement with the child welfare system and recognize them as the experts on their respective situations to empower them in the process.

-Channing Collins, Associate Executive Director, Children's Community Services”





Kelly Sappington

LOOKING FORWARD

Executive Director
Equity, Diversity, and Inclusion

Looking over our accomplishments this past year, I am energized to know that we are making real progress. LSSI's leadership has made a clear commitment to improving our culture and centering the importance of the employee experience.

This commitment is backed by our Board of Directors and included in our annual budget and strategic plan. We have implemented training, collected baseline data, and started to identify the best ways to collaborate with employees across the state of Illinois.

In the short time I've served in this position, my learning and unlearning moments have been plentiful. I knew coming into this job as a queer, white woman, that my viewpoint would be uniquely mine, and that I would not be the expert on each employee's individual experience. We are all experts of our own experience, and I believe it is my responsibility to guide LSSI through the process of working together to see and do things differently.

AFTER COMMITMENT COMES ACTION!

With the acknowledgement that this is a work in progress, in FY24 LSSI will:

- Focus on the implementation of equitable policies, procedures, and processes to address workplace discrimination.
- Develop an EDI data framework including key indicators for actionable EDI goals.
- Maintain transparent organization-wide EDI communication with employees.
- Focus on Disability Inclusion, LGBTQIA+ Inclusion, and Anti-Racism work.

I believe that the only way to truly make an impact is to move away from thinking of EDI as a department, a person, or a tagline and get used to using an EDI "lens" in every decision we make, service we provide, or benefit we offer.



Lutheran Social Services of Illinois

Administrative Offices
1001 E. Touhy Avenue, Suite 50
Des Plaines, IL 60018

847.635.4600

www.LSSI.org

Created by: Nicole Joseph
Glyde Relations