

Wilson Forward Diversity/Equity/Inclusion (DEI) Strategic Plan

Wilson Forward is an organization that values inclusiveness, diversity, and systematic fair treatment of all people. Wilson Forward will build awareness, solutions, and leadership to offer equitable access and opportunity to improve health and wellness, education, and economic mobility for all.

<i>Description of Action</i>	<i>Notes</i>
Wilson Forward will build awareness	
<p>We will identify, share, and engage in educational opportunities that strengthen our understanding and approach</p> <ol style="list-style-type: none"> 1. Promote and participate in DEI educational opportunities (including the Racial Equity Institute training planned for Wilson community members) 2. Engage with organizations hosting DEI forums, community conversations, and webinars (e.g. Armstrong McGuire, Collective Impact Forum, NC Rural Center, Institute of Emerging Issues, etc) 3. Read and share (when appropriate) relevant publications that develop stronger understanding of diversity/equity/inclusion 	
<p>We will initiate and host opportunities for board members, BOA members, and community partners to engage in open and honest conversation regarding inclusivity, diversity, and systematic fair treatment for all people</p> <ol style="list-style-type: none"> 1. Host discussion with law enforcement leaders and WF board members to openly discuss relationships with community members 2. Dedicate the agenda of the 2021 Annual Meeting to address diversity and the changing demographics of Wilson County <ol style="list-style-type: none"> a. Create a diversity advisory committee to plan and support the conversations of the annual meeting b. Identify diverse table leaders to promote conversations that can guide future work of Wilson Forward 	
<p>We will identify resources and share relevant data that include the details of racial and ethnic populations to guide our work for the improvement of health, education, and workforce development in Wilson County.</p> <ol style="list-style-type: none"> 1. Develop a data coalition comprised of local partners 	

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<ol style="list-style-type: none"> 2. Identify gaps and resources for data used in our evaluations and presentations 3. Modify website to share informative and relevant data 4. Utilize identified data sources to continuously inform and demonstrate accountability of implementation efforts for all plans 	
Wilson Forward Will Build Solutions	
<p>We will identify and actively engage more diverse voices in the development and implementation of all collaborative plans.</p> <ol style="list-style-type: none"> 1. Evaluate existing Wilson Wellness Collaborative to assess the diversity and representation of the group 2. Seek additional representation to incorporate the voices of under-represented populations 3. As new community plans are developed, utilize existing community partners to reach more diverse representatives who can engage in plan discussions and development 	
<p>We will support and advise (as requested) the MDC leadership team in their work to understand and address the challenges of economic mobility in Wilson, NC.</p> <ol style="list-style-type: none"> 1. Connect MDC representatives to local partners who can engage under-represented populations with the conversations needed to inform and support the project 2. Observe and incorporate strategies used by the MDC team to better engage under-represented and marginalized populations in the work of Wilson Forward 3. Request and implement appropriate recommendations to improve DEI in the future work of Wilson Forward 	
<p>We will identify third party facilitators who can objectively support productive conversations of diversity, equity, and inclusion within local organizations (who show interest and request information).</p>	

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<p>We will support and initiate opportunities to gather local leaders (from one or multiple sectors) who represent the diversity of our community.</p> <ol style="list-style-type: none"> 1. In partnership with the City of Wilson, we will host an inclusive gathering of local faith leaders to openly discuss ways we can unite and unify people of all faiths, ethnicities, and races in Wilson. 	
Wilson Forward Will Build Leadership	
<p>We will seek diverse candidates to serve on the Wilson Forward Board of Directors and all affiliated committees and advisory groups.</p> <ol style="list-style-type: none"> 1. Establish a nominating committee of the Board Chair and 5 Ex-Officio board members to identify candidates for vacant elected positions 2. Seek diverse representatives for the Board of Advisors 	
<p>We will seek diverse candidates to participate in the Wilson Leadership Institute, and we will actively connect graduates with appropriate leadership positions in the Wilson community.</p>	
<p>We will establish a Community Engagement Council to inform and guide the work of Wilson Forward and other community partners as we create and implement strategies of collaborative plans.</p> <ol style="list-style-type: none"> 1. Identify funding for Council 2. Utilize appropriate community partners to establish a diverse and representative Council 	