

# Unity in Diversity

## ACCOMPLISHMENTS

These highlights are our accomplishments and initiatives to promote diversity, equity, and inclusion thus far. From Bulletin Boards that raise awareness on crucial topics to engaging Panel Discussions and Book Clubs that encourage open dialogue, we have cultivated a culture of understanding.

Additionally, we initiate discourse with Conversation Starters and conduct Coffee & Chats, providing valuable insights into diverse experiences.

Our dedication to cultural competency is evident through trainings by esteemed community leaders.

Furthermore, we emphasize diversity from the start with a cultural competency segment in our Orientation process. Through these efforts, we aim to create a welcoming and inclusive environment that celebrates the contributions of individuals from diverse backgrounds.



### *Black History Month*

Organized Black History Month Celebrations, a Celebrating Diversity Pot-Luck, and Panel Discussions to honor and learn from black community leaders and discuss Mental Health in black communities.



### *LGBTQIA+*

Sponsored a Pride Event and conducted a company-wide panel discussion with employees from the LGBTQIA+ community to share their experiences, fostering a supportive and inclusive workplace. Offered Free HIV Tests in collaboration with the non-profit organization CEMPA, emphasizing the importance of health and wellness in diverse communities. Distributed information about Music City Prep-Pre exposure to HIV, raising awareness about preventive measures in HIV transmission.



### *Poverty Awareness*

Collaborated with Community Action of Southern Kentucky to provide training on poverty awareness, equipping employees with a deeper understanding of the challenges faced by low-income individuals and families. Highlighting socioeconomic diversity.





## Trainings

Arranged training by Pastor Palmer (Implicit Bias) Leda Becker, and Rashaad Abdur-Rahman to enhance cultural competency and inclusion, providing valuable insights for employees to better serve diverse communities.

## Cultural Competency and Inclusion Segment

Enhanced the Orientation process for new hires by adding a cultural competency and inclusion segment, emphasizing the organization's commitment to diversity from the outset.

## Software for EEO Reporting

Implemented Paycom software to ensure accurate Equal Employment Opportunity (EEO) reporting, promoting transparency and compliance with diversity-related regulations.

## Expanded Recruitment

Strengthened recruitment efforts by developing relationships with the Association of Black Social Workers from WKU, broadening access to diverse talent pools.

## Implemented Surveys

Gathered valuable insights from Surveys completed by employees internally, allowing us to understand their perspectives and experiences related to diversity and inclusion.

## Age Awareness

Held a panel discussion via Zoom across the ten-county region about the experiences of working with individuals across a spectrum of ages, addressing challenges and fostering understanding.

## Juneteenth Celebration

Hosted a cookout where we provided information about Juneteenth and gave out items like bracelets and buttons commemorating Juneteenth, celebrating its historical importance.

## Introductory Cards

Introduced UiD Introductory Cards to promote understanding and inclusivity among employees, encouraging them to connect with their colleagues on a deeper level.

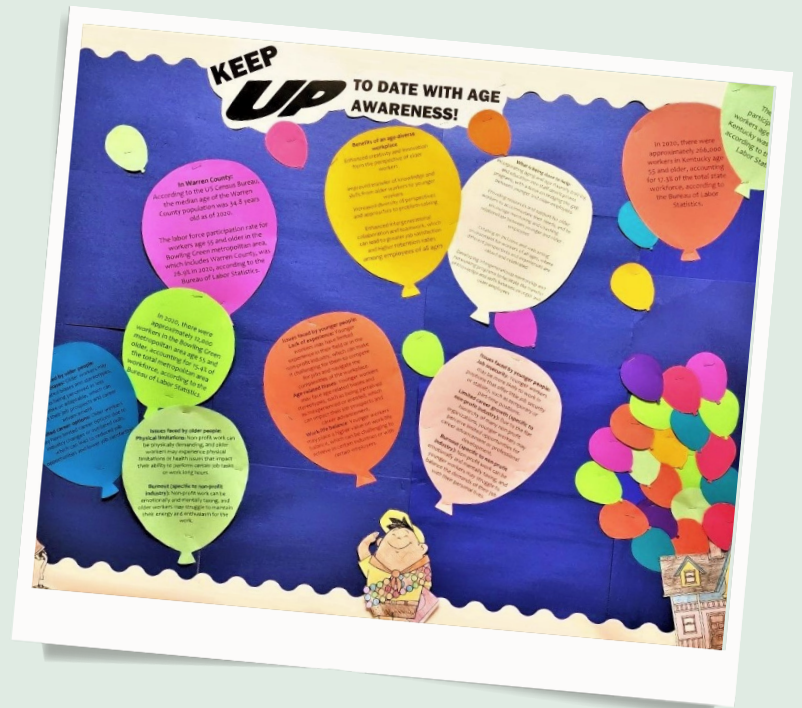




## Bulletin Boards

Utilized Bulletin Boards to promote awareness and highlight various topics:

- Poverty Awareness: Raised awareness about poverty-related issues to foster empathy and support.
- Black History Month: Celebrated the contributions and achievements of the black community.
- Women's History Month: Honored the accomplishments of women from diverse backgrounds.
- Religious Diversity: Emphasized the importance of respecting diverse religious beliefs.
- Age Awareness: Raised awareness about age-related challenges and opportunities.
- Juneteenth: Commemorated the significance of Juneteenth in African American history.
- Disability Pride Month: Celebrated the contributions and resilience of people with disabilities.



## Coffee & Chats

Organized Coffee & Chats to encourage open discussions on diversity-related topics among employees, fostering a culture of understanding and respect.



## Book Clubs and Discussions

Established Book Clubs and discussions to promote inclusivity and diverse perspectives, encouraging employees to engage in thoughtful conversations about various cultural, social, and diversity-related themes.



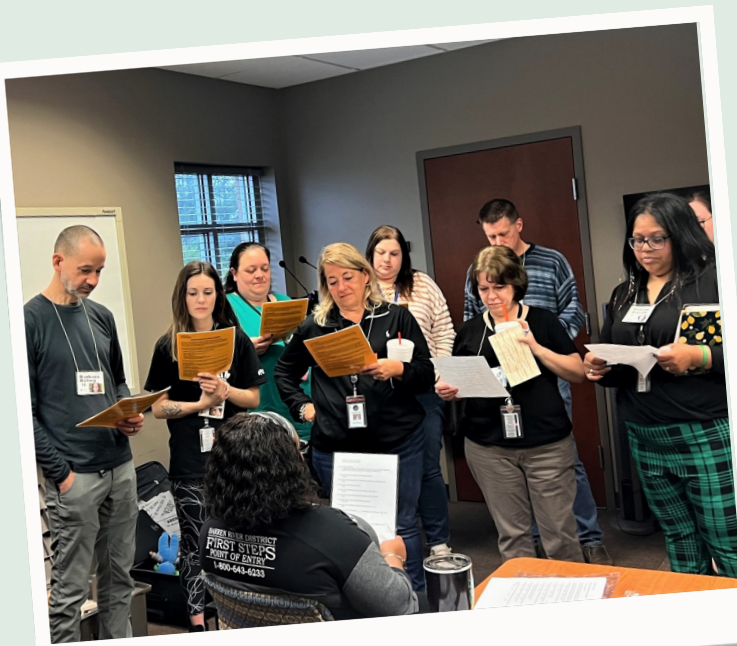
## Conversation Starters

Sent Conversation starters to managers to initiate dialogues with staff on diversity and inclusion, facilitating meaningful conversations throughout the organization.



## Panel Discussions

Conducted Panel Discussions (4+ times) to foster a deeper understanding of diverse experiences, encouraging dialogue, and building empathy among employees.



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