

FY 2024 IN REVIEW



Unity in Diversity



These highlights are our accomplishments and initiatives to promote diversity, equity, and inclusion for the past 12 months. From bulletin boards that raise awareness on crucial topics to engaging Panel Discussions and Book Clubs that encourage open dialogue, we continue to cultivate a culture of understanding.

Additionally, we initiate discourse with Conversation Starters, 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.

Poverty Awareness

LifeSkills collaborated with Community Action of Southern Kentucky to provide training on poverty awareness at Warren County LifeSkills Industries. The goal of this simulation, attended by 62 employees, was to help equip employees with a deeper understanding of the challenges faced by low-income individuals and families. Highlighting socioeconomic diversity.

BULLETIN BOARD CELEBRATIONS

- Poverty Awareness
- Black History
- Women's History
- Neurodiversity Awareness
- Asian American and Pacific Islander
- Juneteenth
- Disability Pride
- Body Awareness

Black History

To celebrate Black History month, the UiD committee toured and encouraged staff to tour, the African American Museum in Bowling Green. We also invited black owned food trucks to set up at the corporate office, encouraged managers to incorporate diversity, equity, and inclusion conversations into their staff meetings. We submitted a feature on local community leader Pastor Kortney Warren to be included in the company newsletter.

Hispanic Heritage

To celebrate Hispanic Heritage Month we paid tribute to the rich cultural, historical and social contributions of Hispanic and Latino Americans to our country. We invited Hispanic owned food trucks to visit our corporate office. We implemented educational bulletin boards, provided tips on working with the Hispanic and Latina/O/X community, along with multigenerational conflicts and language barrier information.

LGBTQIA+

- Our organization is committed to being a welcoming organization. To this end, we encouraged staff to assist with our booth at the BG Pride Festival. We offered a variety of staff trainings that focused on providing services to our LGBTQIA+ community members. We shared the YouTube videos “A Certain Kind of Love,” “The Saint of Dry Creek” and “The Door She Opened,” and “My Aunties/Father Figures” to support staff discussions.



The UiD Committee hosted two focus groups this year with our diverse and inclusive staff to discover how we, as a company, can improve at being a diverse, equitable, and inclusive workplace. The feedback from these focus groups has led to new goals for the UiD Committee, and will influence future organization wide strategic planning initiatives.

FOCUS GROUPS

Body Awareness

As part of our ongoing commitment to fostering unity and celebrating diversity, we celebrated Body Image and Size Awareness. We implemented bulletin boards and shared self help ideas, along with the thought provoking and inspiring YouTube video “What If You Said to Strangers About Your Body What You Say to Yourself.”



Juneteenth

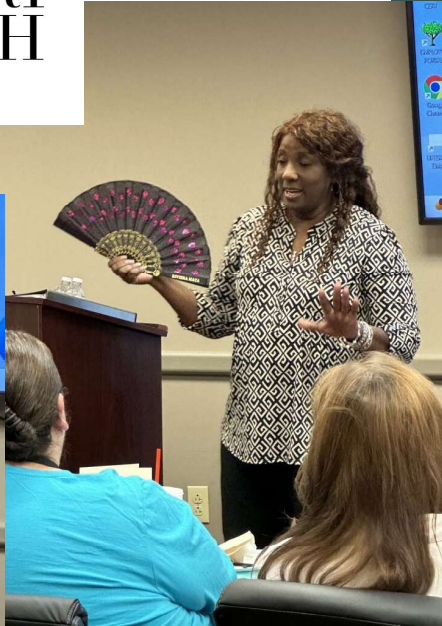
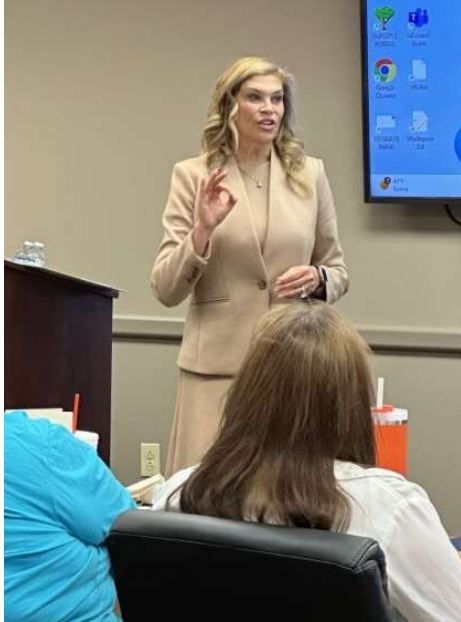
- HR hosted a managers training that featured Dr. Millie McIntosh who spoke on Hiring and Diversity, and Pastor Palmer who spoke on Cultivating a Diverse Culture.

- Hosted a cookout where we provided information about the history of Juneteenth and gave out handheld fans, commemorating Juneteenth and celebrating its historical importance.





WOMEN'S HISTORY MONTH



Women's History

For Women's History Month we enjoyed listening to Dr. Millie McIntosh, President and CEO of McIntosh Resources LLC, and Warren County Attorney Amy Millikin share their life stories and experiences.

Asian American and Pacific Islander

LifeSkills hosted our first Asian American and Pacific Islander month event at the corporate office. Along with highlighting local AAPI owned markets, we heard from representatives of the local AAPI community. And we all enjoyed amazing food from AAPI owned food truck Smiling Mama.



Neurodiversity Awareness

To celebrate Neurodiversity Awareness Month we featured the annual LifeSkills Run for Autism. We also encouraged staff to attend the Temple Grandin talk at SkyPac in Bowling Green and sponsored a table at the PossAbilities Expo.