

EDI Strategic Plan 2021 - 2023



ACTION STEPS:

- Develop EDI Strategic Plan/Guiding Principles
- Inclusive representation within Hilltop Board/Hilltop Leadership
- Update Employee Handbook w/ focus on Inclusion/Accessibility
- Update compensation philosophy w/ focus on EDI. Include EDI focus on fair pay, benefits, and a transparent career growth pathway strategy
- Build an inclusive benefits and wellness package that provides for the unique needs of all hilltoppers
- Create an internal EDI page that promotes learning, understanding, resources, & celebration using a common language and set of beliefs
- Create equity in offering time off via an inclusive holiday philosophy, calendar, and holiday pay
- Develop new EDI page on Hilltop's community facing website
- Community involvement that promotes, supports, and celebrates EDI.
- Inclusive content and photos used in marketing/outreach across Hilltop to provide full representation of Hilltoppers and program participants, clients, and residents
- Create EDI committee to represent Hilltop's diversity and to champion initiative with programs and promote celebration and education
- Campaign to promote EDI strategic plan, guiding principles, and common beliefs
- Learning, education, and mentoring opportunities related to equity, diversity, and inclusivity are developed and implemented across Hilltop (from Board to Front Line)
- Establish corporate wide translation and interpretation services for employees and program participants
- Physical, sensory, and language-level accessibility of employee handbook, forms/policies/procedures requiring acknowledgement/consent, all electronic platforms across Hilltop, all hiring and onboarding documents/forms, and all signage to ensure full, meaningful, and equitable engagement
- Physical, sensory, and language-level accessibility of programmatic forms, documents, policies, procedures, electronic platforms for program participants and residents to ensure full, meaningful, and equitable engagement
- Active recruitment of new hires from diverse areas of our community
- Bathroom access is respected and ensured as it relates to a Hilltopper's and/or program participant's/resident's chosen gender identity/expression
- Lead community in awareness initiatives, education, resources, services, and addressing structures, systems, institutions, mindsets, and biases that create barriers, prevent access, and discriminate.