Diversity, Equity, Inclusion and Cultural Responsiveness

Rubicon's Journey

2014

- Refreshed vision, mission, and values
- Include d social justice and focus on the root causes of poverty in strategic direction

2015

- Courageous Conversations 1 & 2:
- Conducted 1st Cultural Responsiveness (CR) Assessment
- Established a CR Workgroup

2016

- Executive Team completed a six-month custom Values Driven Leadership training
- Drafted and shared Antiracism Stance with Staff
- Opened online, internal discussion on Stance

2017

- Approved Antiracism Stance
- Hosted site-based talks on antiracism stance and systemic racism and inequity –
- Launched two Employee Resource Groups (ERGs)
- 2nd Cultural Responsiveness Assessment

2018

- Launched 3rd ERG
- Advanced several policies and procedures
- All Staff input on method for increases
- Board Ratified Anti-Racism Stance
- Coaching for Leaders

2019

- Courageous Conversation 3
- Launch 4th ERG
- 3rd Employee Engagement Survey

2020

- Courageous Conversation 4
- Launch 5th ERG
- Objective performance metrics
- Expand AntiRacism Stance