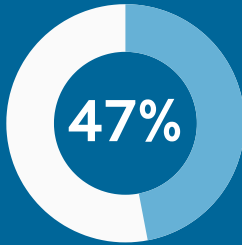
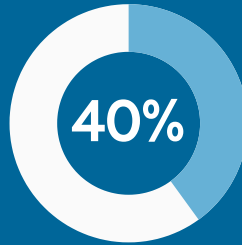




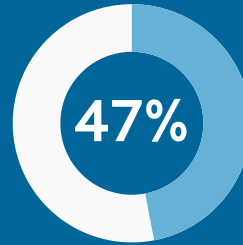
Community Action Association of Pennsylvania



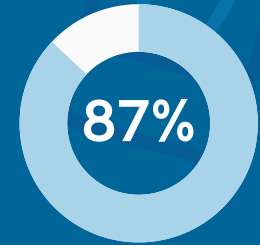
Reported their agency has a DEI policy but it needs some work.



Reported their agency does not have a DEI statment.



Reported their agency does not have a DEI commitment



Reported their agency has an anti or non discrimination policy.

Let's Break it down!

47%
Reported that their agency can and has provided a very clear understanding of what diversity is.

Why is diversity, equity and inclusion is essential to work at their agencies:

- Provides a safe and secure sense of belonging to our work environment
- Responsibility to our staff, volunteers, and community to take the lead on setting appropriate social standards and acceptable behaviors
- Creates outcomes, improve the work environment

47%
Reported that their agency can and has provided a very clear understanding of what equity is.

Some of the reported methods organizations use to help provide opportunities for all employees to voice their concerns, values, or ideas:

- Staff Meetings/ Weekly Dept Manager's meeting/ Monthly meetings /Internal Planning
- Open Door Policy
- Face-to-face or remote access for discussion

60%
Reported that their agency has provided a somewhat clear understanding of what inclusion is.

Some ways employees are included in decision making that affects their work:

- Input with Applications for Funding; Budget Preparation; Service Development and Reporting; and Required Documentation to meet program and/or contractual requirements
- Monthly staff meetings, weekly management meetings, and training
- Management prompts staff to provide input into operations on a regular basis; managers share staff insights with leadership

67%
Reported that they believe their senior management and leadership is prepared to effectively manage a culturally divers workplace.

Some of the challenges why they may not be prepared to handle managing a culturally diverse workplace:

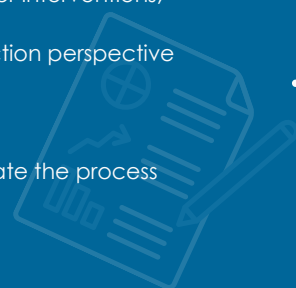
- Living in rural central pa we are not culturally diverse. Within the past two years we are growing our organization with culturally diverse employees and board members.
- We are on the path but still require additional work.
- Needs a better understanding of diversity and daily interactions impacted to understand issue

Survey respondents noted these tools would be helpful in their work:

- Trainings for board, leadership and staff on: allyship, microagressions, unconscious bias, bystander interventions, generational differences, and more
- Talking points and tools from Community Action perspective
- Marketing: DEI videos, handouts, and assets
- Certification process
- Addressing DEI in rural geography
- Providing a road map or tool kit to help initiate the process

How do we prepare, and what else is important to think about:

- "Uncomfortable being our geographic location with limited diversity. We do not experience the issues that may happen in larger communities. How do we prepare and not have an unconscious bias when we may see individuals in our community that don't look like us."
- "Diversity has meant race for so long getting others to appreciate religions, disabilities, LGBTQ or even homelessness."





CAAP is dedicated to the work of DEI to achieve a more significant impact and understanding within Community Action Agencies and the state at large.

Our priorities:

- To ensure that CAAP represents and upholds industry-standard best practices.
- To influence and set a standard where Community Action Agencies are welcoming and inclusive to all.
- Be intentional about speaking and highlighting DEI as core to creating solutions to effectively address the issues of poverty.



CAAP is committed to uphold that all people do not just feel welcomed, but belong and are included in CAAP's effort to be recognized by Pennsylvania's policy-setting and legislative groups as the authority on issues of poverty, self-sufficiency, and community development, exemplifying our core values.

Our Commitments:

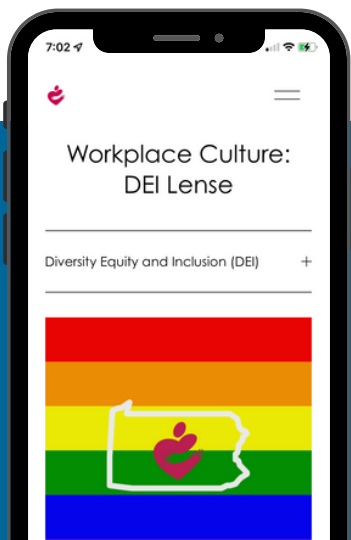
- To increase the representation and voices of marginalized communities as employees, guests, Community Action Agencies, administrators, and board members.
- To improve accessibility and increase opportunities for individuals with a difference in abilities, such as physical or mental, through education, employment, and volunteerism.
- To promote equality, fairness, and accountability in the workplace, which CAAP believes is good management practice and makes sound business sense.



Why is understanding and practicing DEI in the workplace so important:

- Catalyst, a non-profit that works with companies on issues related to inclusion and gender disparity, surveyed 2,100 employees in 2019 and found positive experiences of inclusion explained 49% of team problem-solving abilities, 35% of work engagement and 20% of intent to stay at the organization.

OUR DEI POLICY AND COMMITMENT



Follow us on Social Media:



and check out www.thecaap.org of resources on managing workplace culture through a DEI lense.



Of the respondents, 100% responded yes, they would be interested in a DEI certification program that allowed members to take modules to gain a level of knowledge and awareness to help impact the work of Community Action if CAAP offered one.