

2021 End of Year Report

Diversity, Equity, Inclusion and Belonging

In 2021, KIB continued to make important progress on the critical issues of diversity, equity, inclusion, and belonging.

KIB issued an RFP for a consultant to help guide the staff and board to assess strengths and opportunities for change, to help create an action plan for ongoing improvement, and to provide consulting services to help implement those changes.

KIB selected the firm Whatever It Takes (WIT), led by Dr. Jamyce Curtis Banks. The firm conducted in-depth interviews of staff, conducted 7 focus group sessions, and reviewed over 80 strategic planning, DEI (Diversity Equity and Inclusion), programming and marketing documents.

WIT worked with staff to develop an action plan, and staff and board are working in a combined committee to make progress on all four goals in the plan.

Goal 1: Engage in team building to create a positive, collaborative, and culturally responsive work environment.

- KIB conducted a staff retreat to set the tone and has started to engage with WIT on leadership and team-building coaching.

Goal 2: Conduct systems and policies refinement to ensure standard operating procedures and organizational structures are streamlined to improve communication and accountability.

- KIB is updating its operational documents, including its employee handbook, hiring playbook, onboarding and offboarding practices to ensure consideration of DEIB issues.
- KIB is moving toward an integrated I/T platform to ensure preservation of historical documents and to further aid collaboration between staff, board and the public.
- KIB updated its staff protocols to set common ground rules at all meetings.
- An evaluation of senior management capacity revealed that a part-time office coordinator needs to be added to staff with IT and problem-solving expertise.
- DEIB Committee Board Chair and Director of HR are developing guidelines for professional development – how to submit requests for approval, budget, a repository for DEIB or leadership resources.

Goal 3: Embed the Diversity, Equity, Inclusion and Belonging focus into the culture of KIB through development of Cultural Intelligence (CQ).

- KIB trained one-half of the board and staff in a CQ workshop in December 2021. (The other half of the staff and board were trained in January 2022).
- We have re-established a committee to recognize and celebrate staff milestones, cultural heritage, and opportunities for fun gathering.

Goal 4: Apply CQ development to current KIB programming and community relationships to strengthen ties and ensure equitable programming.

- In 2021, as part of the new strategic plan, KIB will work to make the city more environmentally equitable. As part of that effort, we will design and launch seven separate neighborhood advisory committees that collectively will have agency to shape KIB programming in those respective parts of the city.
- KIB will embark more fully on this goal of embedding cultural intelligence into all of our external community work in 2022.