



## **2023 End of Year Report on Diversity, Equity, Inclusion and Belonging (DEIB)**

In 2023, Keep Indianapolis Beautiful continued to work with staff and board, and the community at large, to continue our journey to create a more diverse, equitable and inclusive organization.

We also conducted other workshops from other organizations, including:

1. Critical conversations with the Peace Learning Center, including an “Interrupting Microaggressions” training
2. Civility Training, Parts 1 and 2 with Joseph Pinnell with the State of Indiana’s Office of Equity, Inclusion and Opportunity
3. Building a Foundation for Social-Emotional Wellness, Exploration of Self, and Exploration of Systems with the Peace Learning Center
4. Working with unhoused populations with the Coalition for Homelessness Intervention and Prevention and Horizon House

As a means to extend understanding and appreciation of different faith traditions and their common appreciation of caring for the world around us, KIB and the Center for Interfaith Cooperation also created an opportunity for an interfaith tree planting event.

<https://www.kibi.org/2023/11/28/local-faith-leaders-gather-for-tree-planting/>

Going forward into 2024, KIB will continue to expand our work to make the staff and board more culturally intelligent. Our plans include:

- Continuing with connecting conversations regularly. This includes, but is not limited to, a potential collaboration with the Veterans community.
- Once per quarter, senior leadership will engage in local co-lead listening sessions to understand the environmental barriers residents are experiencing, thus, leading to a wider reach of KIB resources.
- We will share information about cultural holidays to the whole staff and celebrate with different foods from around the world.
- We will invite outside groups to come in to talk to staff about different cultures, foods, and neighborhoods.
- We will meet with Green Keepers at their GreenSpaces with both staff and board members, to learn about the difference that a pocket park can bring to a neighborhood.
- We will also examine different barriers to transportation that exist for our volunteers, and explore ways to remove those barriers to participation.
- We will explore opportunities to conduct film screenings of documentary or other educational films that explore issues of DEIB.
- We will create an opportunity for a workshop with staff and with board on improving Inclusiveness.
- We will host a sharing session for the Board where different members of the Board can share how their individual organizations engage in DEIB initiatives.