

Diversity, Equity, & Inclusion (DEI) Timeline | 2020 - 2024

This is an overview of DP's DEI work to date, establishing the foundation for future efforts as our journey continues.



2020

- **May - June 2020:** Interviewed multiple DEI consultants
- **September 2020:** Contracted with The Equity Project (TEP) to provide DEI training
- **October 2020:** Launched cross-departmental DEI committee
- **November 2020 - June 2021:** TEP conducted an organizational assessment and focus groups; analyzed and reported key findings. Held initial TEP training for leaders: *Deconstructing Equity*.

2021

- **July 2021:** Created the DEI mission and strategic blueprint plan. Formed subcommittees across Communications, HR, & LOD.

2022

- **January - May 2022:** TEP training continued with LOD-led Roundtables for leaders:
 - *Conscious Leadership & LOD Roundtable for leaders*
 - *Deconstructing Equity Workshop for all staff*
 - *Understanding Bias & LOD Roundtable for leaders*
- **March 2022:** DEI committee panel presented at the annual DP Board Retreat
- **May 2022:** Completed the first Inclusion Survey of all staff
- **June 2022:** Signed a contract with new consultant group, StandUP, for 8 training sessions
- **August 2022:** Published first [DEI Annual Report](#). Hired the first full-time DEI Program Manager. Held *Microaggressions* training & LOD Roundtable for leaders.
- **September 2022:** Developed the [FY23 objectives](#) and revamped the subcommittees in support of the FY23 objectives.
- **November 2022:** Held first training with StandUP, *Powerful Listening in JEDI Spaces*, for all staff

2023 - 2024

- **February 2023 - August 2024:** Training with StandUP
 - *Acknowledging & Validating Identities and Experiences*
 - *Questioning: A Connection Opportunity*
 - *Leaning into "Hard" Conversations*
 - *Barriers to Conversations about Race (or anything!)*
 - *S.E.E. - Seeing Equity Everywhere*
 - *From Awareness to Action*

The journey continues to become an anti-racist organization

