



We are committed to creating an environment in which all of our team members feel valued, included, and empowered to fully participate, bring their full selves to their work, and confidently bring great ideas to the table in service of our mission.

Thank you for your patience! We know we promised action on Diversity, Equity, and Inclusion. Leadership changes and the continuing pandemic slowed us down. A grant from the Rhode Island Foundation enabled us to get back on track. We are back and are excited to share a review of our progress and plans with you!

We completed our first round of data collection and analysis and are pleased to share the full report with you. It has been shared with the Leadership Team and will be shared with the Board after the next cycle of data collection (January) at their first annual Justice, Equity, Diversity, and Inclusion (JEDI) training

These were the main takeaways from all of the data collection in 2020-21:

Wins

- Interactions with individual direct supervisors are perceived as positive, inclusive, and supportive.
- Significant diversity in the organization at the direct care level
- Employees are committed to the mission of the organization and clients
- A strong culture of professional feedback, development, and supervision
- Employees appreciate fun team building and social events and open-door policy

Opportunities

- There are some negative perceptions of HR policies and practices
- Clear, consistent communication is needed from all levels of leadership
- Employees want to see a visible active commitment by leadership
- An emphasis on retention and promotion of diverse staff is needed
- CFP needs to build cultural competence from the top down
- CFP needs ongoing and more complete data collection about DEI and Employee Perceptions

The Leadership Team reviewed the findings and completed JEDI Training in January. In August they met and based on the data, approved a plan built around six key goals for the next 12 months:

1. Build a Team to define, develop and lead Diversity Initiatives
2. Develop clear and consistent communication methods about opportunities and progress related to JEDI
3. Establish an Annual Data Collection Process
4. Audit and update all HR Processes and Policies
5. Review, update and implement Incident Reporting and Investigation Process
6. Train all Staff

CFP JUSTICE, EQUITY, DIVERSITY, INCLUSION (JEDI) PLAN 22-23

Goal	Outcome	Timeframe	Responsible
Build a Team to define, develop and lead Diversity Initiatives	<u>JEDI Council</u> 8-12 members Monthly Meetings	<ul style="list-style-type: none"> • Nomination and Applications Due September 30. • Monthly meetings 	Aimée Phelps Leadership Team
Develop clear and consistent communication methods about opportunities and progress related to JEDI	<u>All 4 One:</u> Bi-Monthly Newsletter	<ul style="list-style-type: none"> • September • November • January • March • May 	Aimée Phelps
Establish an Annual Data Collection Process	<u>Bi-Annual Climate Survey</u> <u>Employment Application</u> with voluntary identifying data	Jan/Jul 2023 Fall 2022	Aimée Phelps
Audit and update all HR Processes and Policies	<u>Handbook, Forms</u>	Fall 2022	Aimée Phelps
Review, update and implement Incident Reporting and Investigation Process	<u>Policy and Reporting Hotline</u>	Fall 2022	Aimée Phelps CFP HR
Train all Staff	<ul style="list-style-type: none"> • <u>Leadership Team</u> – Bi-Annual Training • <u>Board of Directors</u> – Annual • <u>All Staff</u> <ul style="list-style-type: none"> ◦ Two 2-hour Trainings – Blindspots, Active Bystander • <u>All Supervisors</u> <ul style="list-style-type: none"> ◦ Additional 2-hour training – Inclusive Leadership and Conflict Management ◦ Quarterly 1-hour Coaching Meetings – micro trainings to share with teams • <u>All New Employees</u> <ul style="list-style-type: none"> ◦ Added JEDI Segment to Orientation 	<ul style="list-style-type: none"> • Aug 22/Jan23 • January 2023 • Oct-Dec 2022 • Dec22 – Jan23 • Fall 2022 	Aimée Phelps

CFP JUSTICE, EQUITY, DIVERSITY, INCLUSION COUNCIL



CFP JEDI COUNCIL WANTS YOU!

The Justice, Equity, Diversity & Inclusion (JEDI) Committee will provide leadership and hold the organization accountable for the integration of justice, equity, diversity, and inclusion into all aspects of our work at Communities for People.

The Council will meet monthly and will provide guidance to leadership on how to build:

- a judgment-free zone where employees feel safe to share their full selves,
- an inclusive climate that encourages employees to ask hard questions, confront hard truths, and participate in difficult conversations without fear of retaliation,
- a safe feedback mechanism to report issues, concerns, or challenges, and a fair process to investigate all reports,
- plans for attracting, retaining, and promoting the best talent, representative of our community and clients,
- equal access to opportunities for professional growth and advancement
- capacity and competency to effectively lead and manage a diverse workforce,
- cultural competence and responsiveness in all stakeholders to maximize our effectiveness in serving our clients and ensuring they feel valued and understood.

Fine Print:

- Council Members will commit to a maximum of 1-2 hours per week for Council Activities
- Council Members will receive recognition and may choose from various forms of compensation for participation
- All nominations/applications must be approved by Program and Regional Directors

**INTERESTED? SUBMIT YOUR APPLICATION [HTTPS://BIT.LY/CFPJEDI](https://bit.ly/cfpjedi) OR SCAN CODE ABOVE
BY SEPTEMBER 30.**

Hispanic Heritage Month

September 15-October 15



Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15 by celebrating the histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

HARSH REALITIES

In 2019, about half (48%) of Hispanics overall said they had serious concerns about their place in the country. 51 percent of Latino registered voters think racism against Latinos and immigrants is a major problem (and 80 percent say it is at least somewhat of a problem).

One in five Latinos (20 percent) reported experiencing discrimination in health care encounters, while 17 percent avoided seeking health care for themselves or family members due to anticipated discrimination.

A notable share of Latinos also reported experiencing discrimination with employment (33 percent applying for jobs; 32 percent obtaining equal pay/promotions), housing (31 percent), and police interactions (27 percent).

BY THE NUMBERS

Total Population of Hispanic Origin

About 60.6 million The Hispanic population of the United States in 2019 constitutes roughly **one out five** (18.5%) of the nation's total population. The Hispanic population grew from 16.4% in 2010 to 18.5% in 2019, a 21 percentage-point increase.

Age Breakdown

Approximate percentage of Hispanics in the United States in 2019:

- 8% - under 5 years of age
- 17% - 5 to 14 years of age
- 16% - 15 to 24 years of age
- 16% - 25 to 34 years of age
- 26% - 35 to 54 years of age
- 13% - 55 to 74 years of age
- 3% - 75 years and over

Where They Live

More than 50% of the 60.6 million Hispanics in the U.S. call themselves:

- Californians - **About 4 out of 10** (15,574,882).
- Texans - **About 4 out of 10** (11,524,842).
- Floridians - **About 3 out of 10** (5,663,629).

Spanish Speakers

Roughly 14% of all people 5 years and over speak Spanish in the United States.

Business Owners*

Approximately 6% or **322 thousand** businesses in the United States were Hispanic-owned in 2018.

The top three sectors for Hispanic-owned businesses were:

About 9%
Accommodation and food services. These businesses had a total of **710,095** employees. (Includes restaurants and food services.)

Roughly 8%
Construction. These businesses had a total of **326,423** employees.

Approximately 4%
Professional, scientific, and technical services. These businesses had a total of **186,918** employees. (Includes accounting, engineering, architectural, veterinary services.)

Birthplace Populations of Famous Hispanics

- Ellen Ochoa** - Los Angeles City, California (Pop. - 3,979,576)
The first Hispanic American woman astronaut to go to space with a nine-day mission.
- Sonia Sotomayor** - Bronx, New York (Pop. - 1,418,207)
The first Hispanic American to sit on the Supreme Court.
- Roberto Clemente** - Carolina, Puerto Rico (Pop. - 146,984)
The first Hispanic American to win a World Series as a starting baseball player.
- Selena** - Lake Jackson City, Texas (Pop. - 27,220)
One of the most celebrated Mexican American entertainers.



The United States has the 2nd largest population of Hispanic people in the world, second only Mexico.

The U.S. Census projects that the Hispanic population in the United States will be 99.8 million in 2050 and 112.2 million by 2060.

27% of U.S. students from pre-K to 12th grade are Hispanic.

20% of all U.S. college students are Hispanic.

The number of Latinos who say they are multiracial has increased dramatically. More than 20 million Latinos identified with more than one race on the 2020 census, up from just 3 million in 2010. Four in five Latinos are U.S. citizens. As of 2019, 80% of Latinos living in the country are U.S. citizens, up from 74% in 2010.

IN RI

The Hispanic population grew by nearly 40 percent in the past decade
12th highest percentage of Hispanic and Latino residents

The highest concentration of Hispanic or Latino residents is in Providence County, (24.3 percent of the population)

IN MASS

Latino population growth accounts for 92 percent of Boston's population growth since 1980.

Latinos make up 24 percent of births and 31 percent of children,

Since 2010, Massachusetts residents identifying as Hispanic or Latino grew from 627,000 to 887,000

LATINO vs HISPANIC vs LATINX
Explained

<https://www.bostonindicators.org/reports/report-website-pages/latinos-in-greater-boston>
<https://www.bostonglobe.com/2021/08/19/metro/latino-asian-populations-are-fueling-growth-massachusetts-diversifying-communities-census-shows/>
<https://www.pewresearch.org/fact-tank/2020/07/23/before-covid-19-many-latinos-worried-about-their-place-in-america-and-had-experienced-discrimination/>
<https://pubmed.ncbi.nlm.nih.gov/366785/>
<https://fivethirtyeight.com/features/the-share-of-latinos-who-say-its-gotten-worse-in-the-u-s-has-skyrocketed/>
<https://www.thespree.org/news/blog/featured/board/blog/post/hispanic-vs-latino-vs-latinx-explained>



Workplace bullying is repeated, health-harming mistreatment by one or more employees of an employee: abusive conduct that takes the form of verbal abuse; or behaviors perceived as threatening, intimidating, or humiliating; work sabotage; or in some combination of the above.

What workplace bullying looks like

A third of workers say they've been bullied at work, according to a [CareerBuilder survey](#). Young workers, women and LGBT employees report the highest rates of bullying. Survey responders said these were the most common ways they were bullied:

- Falsely accused of making mistakes (45 percent)
- Comments ignored, dismissed or not acknowledged (42 percent)
- Criticized constantly by boss or co-workers (37 percent)
- Different standards or policies applied to them (34 percent)
- Gossiped about (36 percent)
- Belittling comments made during meetings (28 percent)
- Someone didn't perform certain duties, which negatively impacted their work (29 percent)
- Yelled at by boss in front of co-workers (26 percent)
- Excluded from projects or meetings (20 percent)

[HTTPS://WWW.INSPERITY.COM/BLOG/WORKPLACE-BULLYING/](https://www.insperity.com/blog/workplace-bullying/)

How normalized has workplace bullying become?

30% of adult Americans are bullied at work	76.3 million workers affected	61.3 of bullying is same-gender bullying	43% of remote workers are bullied
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Statistics from the 2021 WBI U.S. Workplace Bullying Survey

[HTTPS://WORKPLACEBULLYING.ORG/](https://workplacebullying.org/)

LGBTQ History Month is an annual month-long observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements. It was founded in 1994 by Missouri high-school history teacher Rodney Wilson.

Wikipedia

LGBTQ Rights Timeline in American History » Teachin...

LGBTQ Rights Timeline in Americ...

lgbtqhistory.org



LGBTQ

THE ISSUE Lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people are over-represented in foster care, where they are more like...

Born to Shine

NATIONAL COMING OUT DAY

National Coming Out Day

Every year on October 11 we celebrate coming out LGBTQ+.

Glossary of Terms

This glossary was written to help give people the words and meanings to make conversations about sexual orientation and gender expression easier.