

# DIVERSITY EQUITY & INCLUSION SCORECARD

GOODWILL INDUSTRIES OF CENTRAL ILLINOIS



GOAL	TACTIC	BENCHMARK/GOAL 2022	PROGRESS		
			10/15/2021	6/30/2022	12/30/2022
Total number/percentage of people of color	Let's start monitoring this & compare & react				
Total number/percentage of people of color on the Board of Directors	Recruit new Board members to match demographics.				
Stack up against our current employed data	Do we match our territory data?				
Does it reflect the Tri-County population?	How does this stack up in the 3-county area?				
Do we conduct training or education on DEI?	Start specific DEI trainings.				
Strategies to attract a more diverse representation/population	Marketing; analyze area.				
Integrate messaging on website and Essential Skills	Are we clear messaging on our website?				
Program Services data. Does it reflect our minority population?	Does Program Services data reflect our population & their needs?				
Hiring Practices. Do we reach the minority population?	Do we have specific targets for marketing & hiring?				
Survey...Do employees feel they are treated fairly?	Starting in 2022 let's survey to find out this question.				
Are we actively engaged with community minority groups?	Who are they and are we involved? Define involvement.				
DEI tagline	Do we have a strategy here that is specific or the same?				
Form a DEI Committee					