Dear IslandWood Community,

This quarter, we've continued our work towards a vision that we believe is possible: a society where all live with dignity, equality, and safety. To ensure that this vision becomes a reality, we need your help. We welcome and encourage you to reach out with feedback, questions, or thoughts. We are working hard, there is always so much more work to be done. And we will keep working. You can reach Megan Karch, CEO at ceo@islandwood.org.

In addition, we've also been working on two other important priorities:

1. Develop and launch a staff JEDI training program.
2. Ensure those we serve are stakeholders in the assessment of our JEDI work.

Here's the work that we've done toward each of these goals this past quarter:

Priority #1: Developing a staff JEDI training program.
- Our leadership team is focused on ensuring that IslandWood is a diverse and inclusive workplace.
- We have identified three organization-wide goals to focus on for this fiscal year:
  1. Develop and launch a staff JEDI training program.
  2. Ensure those we serve are stakeholders in the assessment of our JEDI work.
  3. Ensure that justice, equity, diversity, and inclusion (JEDI) are at the forefront of all aspects of IslandWood's mission.

This summer, we promised to share quarterly updates about our commitment to JEDI work at IslandWood. We designed a community stakeholder survey that was sent in October to a random sample of IslandWood community members. The survey included questions about the impact of IslandWood's JEDI work and how we could improve. We received over 100 responses, with feedback on the following topics:

1. The overall climate and culture at IslandWood is respectful and inclusive of all audiences. In future engagement and surveys, we will ensure that IslandWood's website, printed pieces, and the IslandWood website were respectful of all audiences. For example, 95% of respondents felt communications such as emails, social media, printed pieces, and the IslandWood website were respectful of all audiences, and 87% found the communications culturally responsive.

2. Notes from our weekly leadership team meeting are emailed to all staff. IslandWood is now a separate agenda item at every monthly all-staff meeting. IslandWood has several short videos selected by our staff-run JEDI Council that are being watched and then discussed during departmental team meetings. IslandWood has a series of training sessions focused on JEDI work at IslandWood, including: 88% of respondents felt that staff demonstrated racial sensitivity during the past month, and 87% found the communications culturally responsive.

3. IslandWood has been working to increase hiring of BIPOC sta at all levels of the organization and the strong desire to see this reflected in the leadership team, including: 88% of respondents felt that IslandWood's recruitment and hiring practices were helpful in its clarity and tangible examples. 88% of respondents felt that IslandWood's recruitment and hiring practices were helpful in its clarity and tangible examples. This coming quarter we'll be working to provide tangible examples across all our JEDI work at IslandWood.