Jane Wintz, Chief Executive Officer
Nichole Young, Chief Operations Officer
Chris Moynihan, Chief Clinical Officer
Treshia Meneese, Director of Quality Assurance and Compliance
Dot Coffey, Special Projects Coordinator
Diversity, Equity, and Inclusion

Our History

Where We've Been

Where We Are

Where We’re Going
Omni Visions est. 1991:

"Every" Child Deserves a Home“

We will not discriminate with regard to race, color, disability, religion, national origin, age, sex, sexual orientation, gender identity or expression.

3Is, Omni Community Health, Omnicare Institute
2020: TN, NC, KY, IN
Where we've been and where we’re going...

❖ Joining the Omni Team in 1995- Knoxville, TN.
❖ ESOP- Employee Owned Company: Culture of voice and choice, membership
❖ Oppression and Discrimination- Acknowledging biases
❖ "Black Lives Matter"- Importance of seeing color, speaking up
❖ "Choosing courage over comfort"- B. Brown  Vulnerability: Showing up and being seen when you can't control the outcome.
❖ Creating a culture of "Psychological Safety" so that we can all do our best work.
Current Equity Initiatives

- Company Town Hall Announcement – We stand with you!
- Diversity, Equity, and Inclusion Resource Center on Internal Company Website
- Diversity, Equity, and Inclusion (DEI) Literature Review, “My Grandmother’s Hands”, by Resmaa Menakem
- Standing Agenda Item During Leadership Team Meetings
- Providing a Safe Place for Our Staff to Have the Conversation
Moving Forward with Equity Initiatives

Embedding new mission/values-"Advance Hope and Healing"

- Values Consistent with A Trauma informed approach
  - Embracing Diversity
  - Safety
  - Trustworthiness
  - Empowerment
  - Emotional Intelligence
  - Mutual Collaboration
- Interview questions and emotional intelligence assessments
- Leadership Development
- Discrimination and social injustice is traumatizing
Moving Forward with Equity Initiatives

DEI Initiative Work Group

Purpose: To guide, develop and lead the DEI initiative
- To identify inequities
- Review policy and practice regarding DEI
- Identify DEI goals and objectives
- Make recommendations to senior leadership
- Currently consists of 16 volunteers and champions from across the Omni family of services
The Emplify Survey helps organizations understand the level of engagement within their workforce.

The survey consists of 55 questions and an optional open response question.

The questions focus on two things – the Emplify Score and Drivers.

17 Drivers
*Fairness *Capacity *Competency
*Role Clarity *Friendship *Meaning
*Authenticity *Purpose
*Professional Development
*Psychological Safety *Utilization
*Trust *Manager *Autonomy
*Shared Values *Feedback *Rest
Key Survey Drivers

- **Trust** – Employees feel there is trust and respect in the working environment, specifically between people they work most closely with.

- **Fairness** – Employees feel that rewards and treatment of individuals is fair within the organization.

- **Friendship** – Employees have close relationships and feel cared for by another person (or persons) at work.

**Psychological Safety** is the sense within an individual that they can show and employ their true selves at work without fear of negative consequences to self-image, status, or career.
Survey Statements:

- I am not afraid to be myself at work.
- I am free to express my opinions at work.
- I do not sense any kind of threatening environment at work.
Inspire Change

QUESTIONS

FEEDBACK

BUILD