

CEIOO UPDATE OCTOBER 2021

- Meet the Team**



Karrah Herring, J.D.
State of Indiana | Chief Equity,
Inclusion & Opportunity Officer



Coni Hudson
Executive Assistant
Started June 2021



Joseph Pinnell
Deputy Chief & Executive Director
of Workforce Engagement
Started September 2021



Deputy Chief & Executive Director
of External Equity



Chief Data & Strategy Officer

- Defining Our Mission, Vision, and Values**

Mission

To provide guidance and support to State of Indiana Agencies in order to normalize and operationalize equity, inclusion and opportunity across all aspects of state workforce engagement and state services.

Vision

To make Indiana a lasting leader in equity, inclusion and opportunity through targeted strategic initiatives and partnerships, policy development, good stewardship, innovation, and next level service so all Hoosiers have access to the tools necessary to experience their best quality of life.

- **Stakeholder Engagement Highlights**



- Dozens of Meetings with Agency Heads or their Designates
- 85 Meetings with 200+ External Partners ranging from leaders of nonprofits and city administration officials to chambers of commerce and faith leaders
- Meetings with Governor's Staff at varying levels (many of which are regularly scheduled)
- Consistent contact with Governor Holcomb on economic and workforce development projects

- **Website Launch August 2021**



In August of 2020, Governor Eric J. Holcomb shared his thoughts on how true equality and equity lead to opportunities for all. During his address he committed that the state of Indiana would lead by example and take concrete steps to shape the change necessary to remove barriers to access and opportunity for all Hoosiers.



Governor Eric Holcomb and CEIO Karrah Herring

Mission Statement

To provide guidance and support to State of Indiana Agencies in order to normalize and operationalize equity, inclusion, and opportunity across all aspects of state workforce engagement and state services.

Vision Statement

To make Indiana a lasting leader in equity, inclusion and opportunity through targeted strategic initiatives and partnerships, policy development, good stewardship, innovation, and next level service so all Hoosiers have access to the tools necessary to experience their best quality of life.



- **Indiana's First Equity Data Portal**



We are proud to present the equity data portal featured on our website. The data dashboard delivers a view into current equity gaps that exist in health, public safety, social services, education, and workforce.

in.gov/equity/data-portal

- **State Workforce Engagement**



Next Level TEAMS Training

A foundational session created to cultivate conversation on inclusivity and acceptance in the workplace and prepare leaders for more in-depth discussions on equity, bias consciousness and allyship

- 5 State Agencies have received Next Level TEAMS training to date
- Working with 5 others in scheduling future sessions

in.gov/equity/next-level-teams/

Next Level TEAMS Key Concepts

CIVILITY: Create basic respect and trust amongst team members

CONSTRUCTIVE DISAGREEMENT: Demonstrate respect for one another and is a great way to build trust and encourage collaboration

COMPASSIONATE LISTENING: Cultivate non-judgmental listening which humanizes our colleagues and cuts through barriers of defense and mistrust

CHAMPIONING DIVERSITY: As the state of Indiana workforce embarks on a journey to increase and cultivate a culture of equity, inclusion, and opportunity, it will be important for each of us to lean into these concepts of civility, constructive disagreement and compassionate listening in order to be champions of diversity. Additionally, these concepts will help normalize and operationalize equity into the culture of our teams and work. As we grow together in these efforts, we will truly “C” one another and “C” the diverse populations we serve, and do so as “Next Level T.E.A.M.S.”