Framework for the IPS Diversity and Inclusiveness Plan

IPS statement on Cultural Diversity and Inclusiveness

Acknowledging and honoring the fundamental value and dignity of all individuals, the Institute for Public Service is committed to a diverse and inclusive work environment. Our definition of diversity goes beyond visible differences to affirm the unique realities, backgrounds, experiences and perspectives of individuals, partners and employees. An inclusive and diverse workforce broadens our perspectives, fosters the exchange of new ideas, enhances problem solving, and engages the breadth of Tennessee’s talents. Diversity enriches and strengthens the work of the Institute and supports our mission of serving business and government to improve the lives of Tennesseans.

Purpose

The IPS Workplace Diversity and Inclusiveness plan provides you with an outline of:

- Workplace Diversity and Inclusiveness principles, and
- Your responsibilities to assist IPS to achieve a diverse and inclusive workforce.

Principles of Workplace Diversity and Inclusiveness

The principles of workplace diversity and inclusiveness include:

- valuing and using individual differences so that collective understanding and creativity is enhanced, and
- respecting individual differences, such as:
  - gender,
  - age,
  - ethnicity,
  - cultural background,
  - disability,
  - sexual orientation,
  - religious beliefs,
  - geographic location,
  - educational level, and
  - career responsibilities.

Work Plan Goals and Activities

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<tr>
<th>Goals</th>
<th>Activities</th>
<th>Responsibilities</th>
<th>Performance Measures</th>
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<td>Attract capable diverse applicants for IPS</td>
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<td>Recruit diverse Individuals for the IPS internship program</td>
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<td>Provide for continuous learning opportunities about diversity, inclusiveness, and equity</td>
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<td>Publicly celebrate diversity</td>
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<td>Promote a culture of inclusiveness and equity</td>
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