



FY 2023-2025 STRATEGIC & JUSTICE, EQUITY, DIVERSITY, INCLUSION (JEDI) PLAN

STRATEGIC & JEDI PRIORITIES:

- 1. ACCELERATE THE REACH AND IMPACT OF ONE-TO-ONE MENTORING RELATIONSHIPS**
- 2. PROVIDE QUALITY SUPPORT OPTIONS FOR ALL REFERRED YOUTH**
- 3. CONVENE COMMUNITY PARTNERS TO ADDRESS SYSTEMIC ISSUES & IGNITE THE PROMISE OF YOUTH**

KEY STRATEGIES:

SERVICE

- A. Increase the number and diversity of active volunteers by elevating our JEDI commitment and impact
- B. Prioritize serving youth who have historically waited the longest
- C. Collaborate with other organizations and expand BBBS CI programming to deliver quality support options to empower more youth and families

COMMUNITY ENGAGEMENT

- D. Leverage our influence to engage in inclusive advocacy efforts that support the wellbeing of young people
- E. Foster community collaboration, belonging, and engagement by leveraging our building and brand presence
- F. Demonstrate how BBBS CI can positively impact the collective traumas and inequities facing our community and ignite the power of youth

TALENT & LEADERSHIP

- G. Invest in employee satisfaction and retention through increased staffing levels, competitive compensation, and clearer career pathways and development
- H. Increase and retain the diversity of the board and staff to reflect the communities we serve

FINANCIAL STRENGTH

- I. Expand our funding base by sharing BBBS CI's JEDI commitment, communicating impact, and inviting engagement
- J. Establish long-term philanthropic opportunities and relationships to grow annual revenue

Approved by the Board of Directors on August 18, 2022