

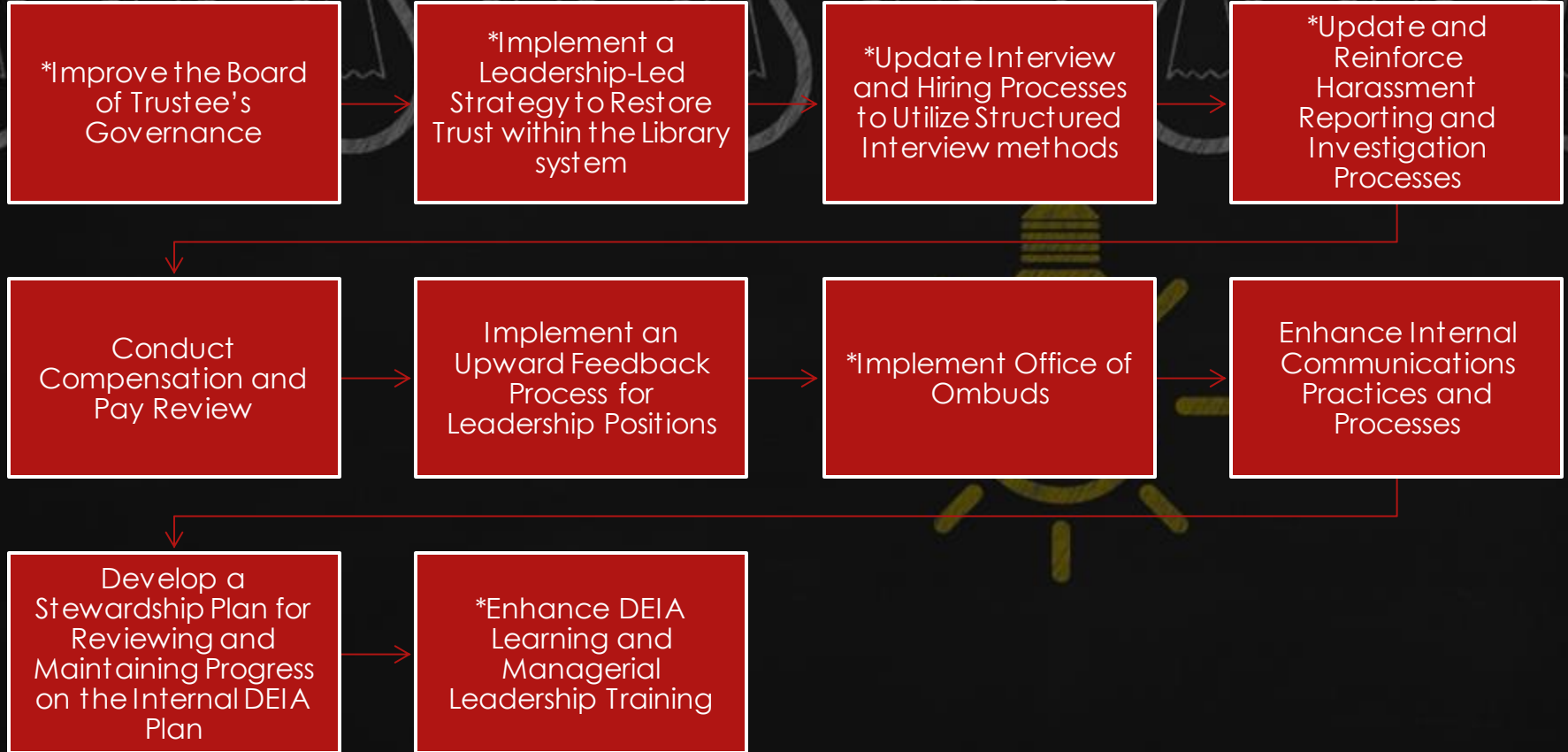


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# CEO Report

CLIMATE IMPROVEMENT PROCESS  
DECEMBER 18, 2023

# Recommendations



# Improve Board of Trustees Governance



IN THE PUBLIC  
TRUST



BOARD  
TRAINING



ORIENTATION

# Restoring Trust Through Leadership- Led Strategy



Recognition  
and  
Appreciation



Investment in  
Professional  
Development



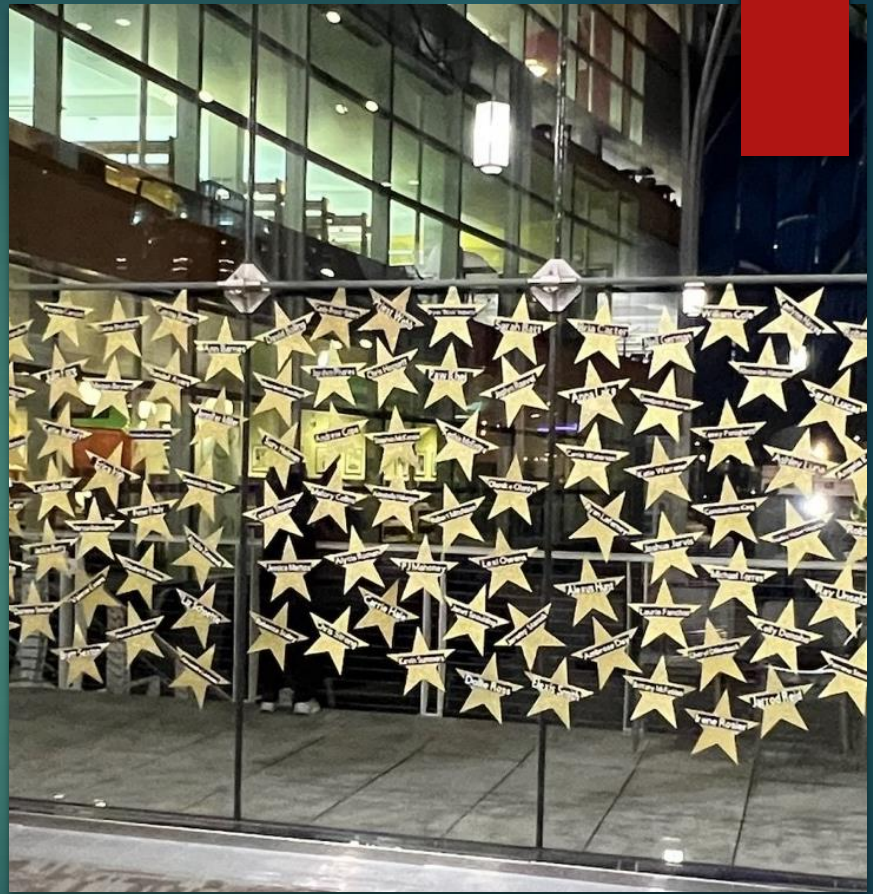
Open Dialogue  
and  
Communication



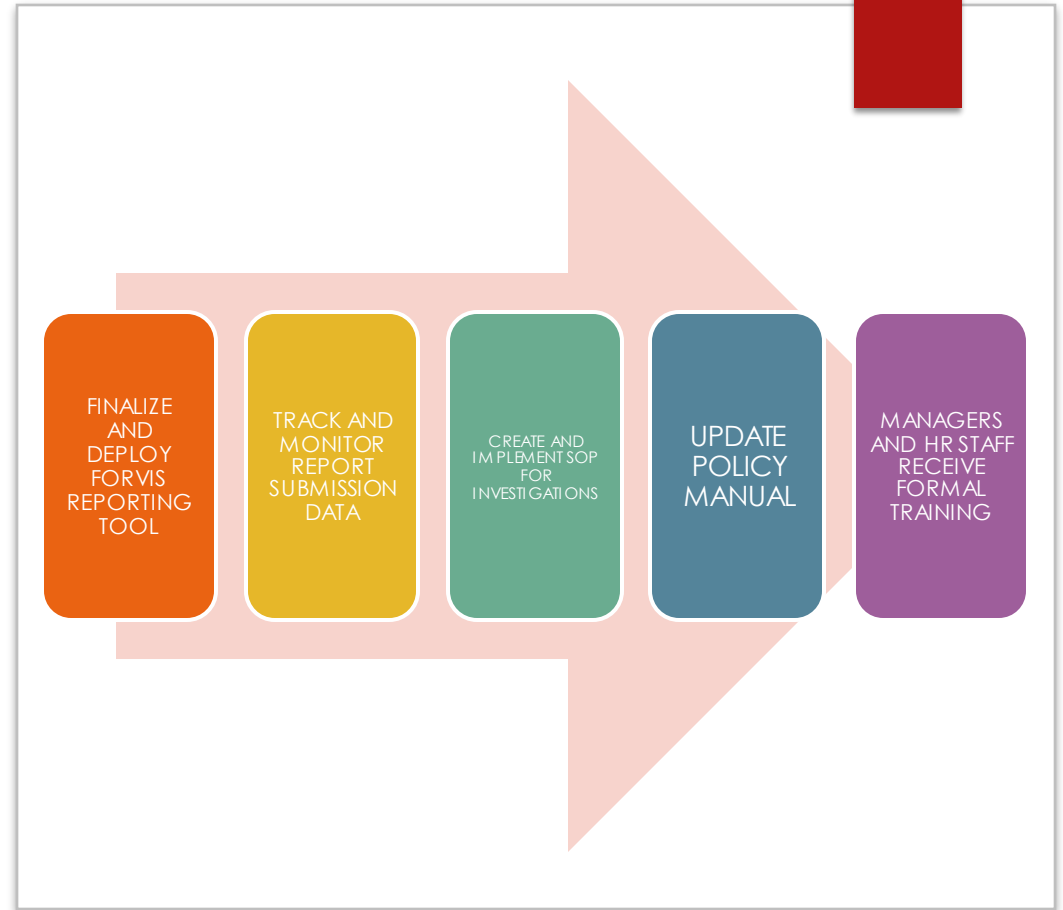
Visibility and  
Accessibility of  
Leadership



Empathy and  
Wellness  
Support



# Update and Reinforce Harassment Reporting and Investigation Processes



# Enhance Internal Communication Practices and Processes



IMPROVE INTERNAL  
NEWSLETTER AND  
MONITOR OPEN  
RATES



CREATE  
FORMALIZED AND  
DIRECT PATHWAYS  
AND PROCESSES  
FOR STAFF  
FEEDBACK



ESTABLISH CADENCE  
AND PROCEDURE  
FOR ALL-STAFF  
TOWN HALLS



# Enhance DEI Learning and Managerial Leadership Training



## Improve

Improve annual competencies around race and racism



## Achieve

Achieve 100% participation in race and racism Competencies



## Develop

Develop and or purchase DEIA Modules

Update  
Interview and  
Hiring  
Processes to  
Utilize  
Structured  
Interview  
Methods

```
graph TD; A[New Managers/Supervisors Training] --> B[Diverse Panel Participation]; B --> C[Updating Toolkit];
```

New  
Managers/Supervisors  
Training

Diverse Panel  
Participation

Updating Toolkit





Questions?

THANKS!