

2023 DIVERSITY AND INCLUSION LIAISON REPORT

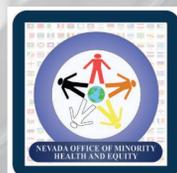


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Introduction

During the 81st Legislative Session (2021), Senator Melanie Scheible sponsored Senate Bill 222 which was passed and signed into law. The bill, codified as NRS 232.0083 - NRS 232.0087, provisions that state agencies that interact with or offer programs and services affecting minority groups shall designate – to the extent practicable – a Diversity and Inclusion Liaison (DIL) within their agency.

Diversity and Inclusion Liaisons (DILs) assist with four (4) functions:

1. Assist their state agency with promoting effective communication and cultural competency in providing effective services to minority groups.
2. Serve as a contact person who shall maintain ongoing communication between their state agency and members of minority groups.
3. Provide technical assistance to the state agency on new programs and services offered by the state agency that are intended to increase accessibility for members of minority groups.
4. Collaborate with other Diversity and Inclusion Liaisons from other agencies to increase accessibility and inclusivity for members of minority groups.

The bill also provisions that the Governor's Office for New Americans (ONA), Nevada Office of Minority Health and Equity (NOMHE), and the Nevada Commission on Minority Affairs (NCMA) collaborate and meet annually with DILs and minority-serving organizations (MSOs) to develop recommendations regarding and addressing:

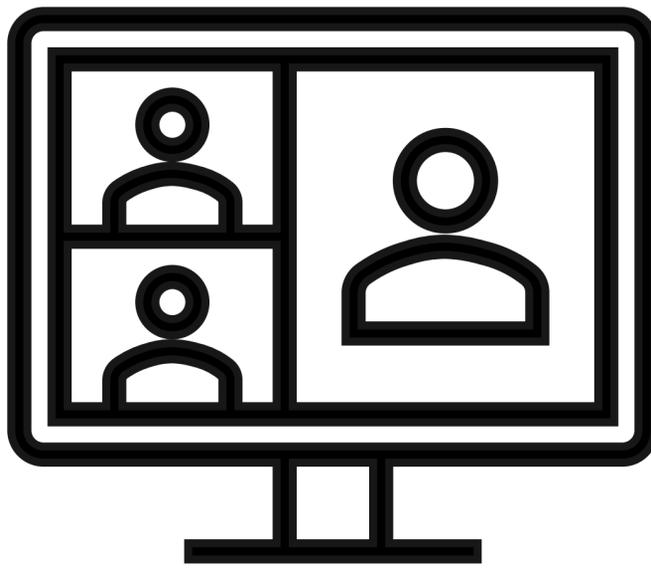
1. Matters of mutual concern between state agencies and minority groups.
2. Opportunities to collaborate and increase the accessibility and inclusivity of services delivered to minority groups.
3. The need for state agencies to eliminate racial discrimination within the State of Nevada.
4. Strategies for ensuring that members of minority groups are able to access programs and services offered by Nevada state agencies.

Finally, ONA, NCMA, and NOMHE must prepare an annual report that details the outcomes of the annual meeting. The report must be submitted to the Governor and the Director of the Legislative Counsel Bureau for transmittal to the Legislative Commission by January 1 of each year.



The Minority Interagency Collaboration

- The Minority Interagency Collaboration (MIC) is composed of the Governor's Office for New Americans, the Department of Health and Human Service's Office of Minority Health and Equity, and the Department of Business and Industry's Commission on Minority Affairs. This collaboration between the minority-serving agencies in the State of Nevada was formed to implement the provisions of NRS 232.0083 - 232.0087.
- The formalization of this collaboration ensures that the Diversity and Inclusion Liaisons (DILs) are prepared and fully supported in an ongoing manner. Not only has this measure effectively designed a sustainable 3-entity network to shepherd the provisions of this initiative, but the collaboration has forged a resource capable of actioning other equity-focused initiatives.
- This proactive collaboration of the three offices allows for a coordinated and cooperative approach, which means not only pooling MIC's resources and time, but also adopting a shared vision and committing to a common goal. This common goal being to ensure that minority communities in the State of Nevada have equal and accessible access to the services, resources, and information from state government.



Year in Review

The Minority Interagency Collaborative held an open meeting on July 19, 2023. This year's Diversity and Inclusion annual meeting theme, "Fostering Collaboration Across Communities," aimed to emphasize the power that emerges when state agencies collaborate with community partners to collectively improve accessibility and inclusion for minority communities throughout the State of Nevada.

July 19th Meeting

The July meeting served as the statutorily required meeting between Diversity and Inclusion Liaisons (DILs) and Minority-Serving Organizations (MSOs) within the state of Nevada. Invited organizations ranged from immigrant-serving organizations, health-care organizations, and educational institutions. During this meeting, the Minority Interagency Collaboration asked for four guest speakers to each present on a different subject of Diversity, Equity, and Inclusion (DEI) work, a Minority Serving Organizations (MSOs) perspective, and a state agency DIL's perspective to provide insights and how collaborative efforts can support the minority communities.

The four guest speakers were Dr. Marcela Rodriguez-Campo, Director of the Office for Community Equity, Diversity, and Inclusion from Nevada State University, Guy Girardin the President of Puentes a local non-profit community-based organization, Kristen Stasio, CEO of the Nevada Clean Fund, and Niani Cooper who works for the Department of Health and Human Services, Division of Welfare and Supportive Services and serves as their Diversity and Inclusion Liaison (DIL). All four brought their expertise and experiences to the annual meeting to inform the agency DILs about what they do, how they have been able to connect with the minority community and answer any questions the DILs or other attending MSOs might have. More information about this meeting can be found in the following appendices:

- See Appendix A for a list of current DILs
- See Appendix B for a list of MSOs attending the 2023 DIL Annual Meeting
- See Appendix C for the annual meeting minutes.



Survey Questions/ Methodology

With the intention of collecting additional and individual recommendations from attendees, MIC submitted a survey following the annual meeting. The survey consisted of open-ended, multiple choice, and yes and no questions regarding DIL and MSO roles, engagement within one another, and the result of the engagement (if any). MIC also asked for input regarding strategies for next year's annual meeting dynamics, and recommendations for state leaders and community partners. 28 individuals completed the post-meeting survey representing a combination of DILs and MSOs. The MIC team analyzed the data utilizing a qualitative approach by organizing respondents' thoughts into themes, especially question 14. In this question, individuals were asked to provide recommendations for the state, leaders, and community partners to lead best practices within DEI work. This was an open-ended question, where individuals typed their answers. To see a list of questions, refer to Appendix E.

Survey Results

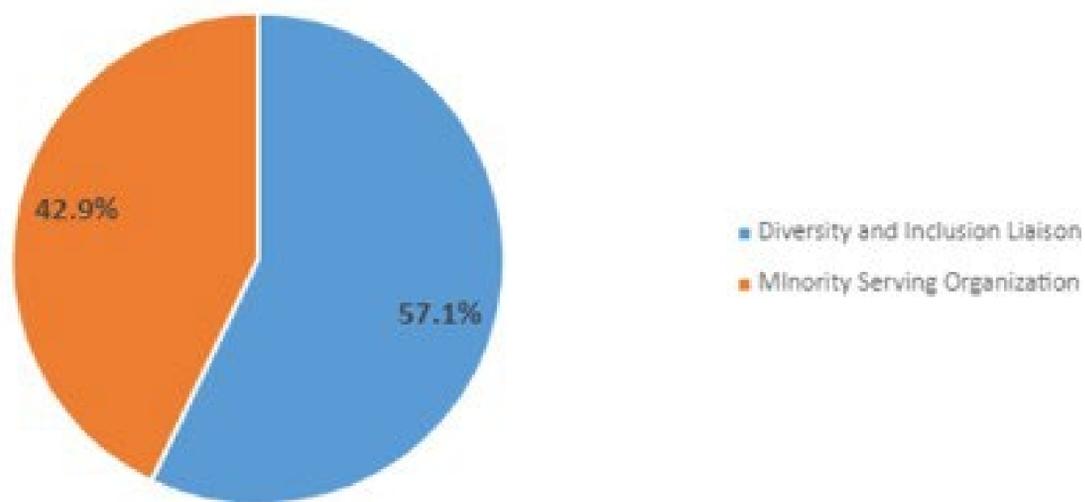
Approximately **78 individuals** attended the 2023 annual DIL meeting, which included DILs and MSOs. Of those individuals, **34.6% completed** the post-meeting survey. The survey results stated:

Question 1

Please specify your role.

The survey results showed that about 57% of respondents were Diversity and Inclusion Liaisons, and 43% were Minority Serving Organizations representatives. Figure #1 shows the breakdown of responses between DILs and MSOs.

Figure #1 Specification of attendees' roles.



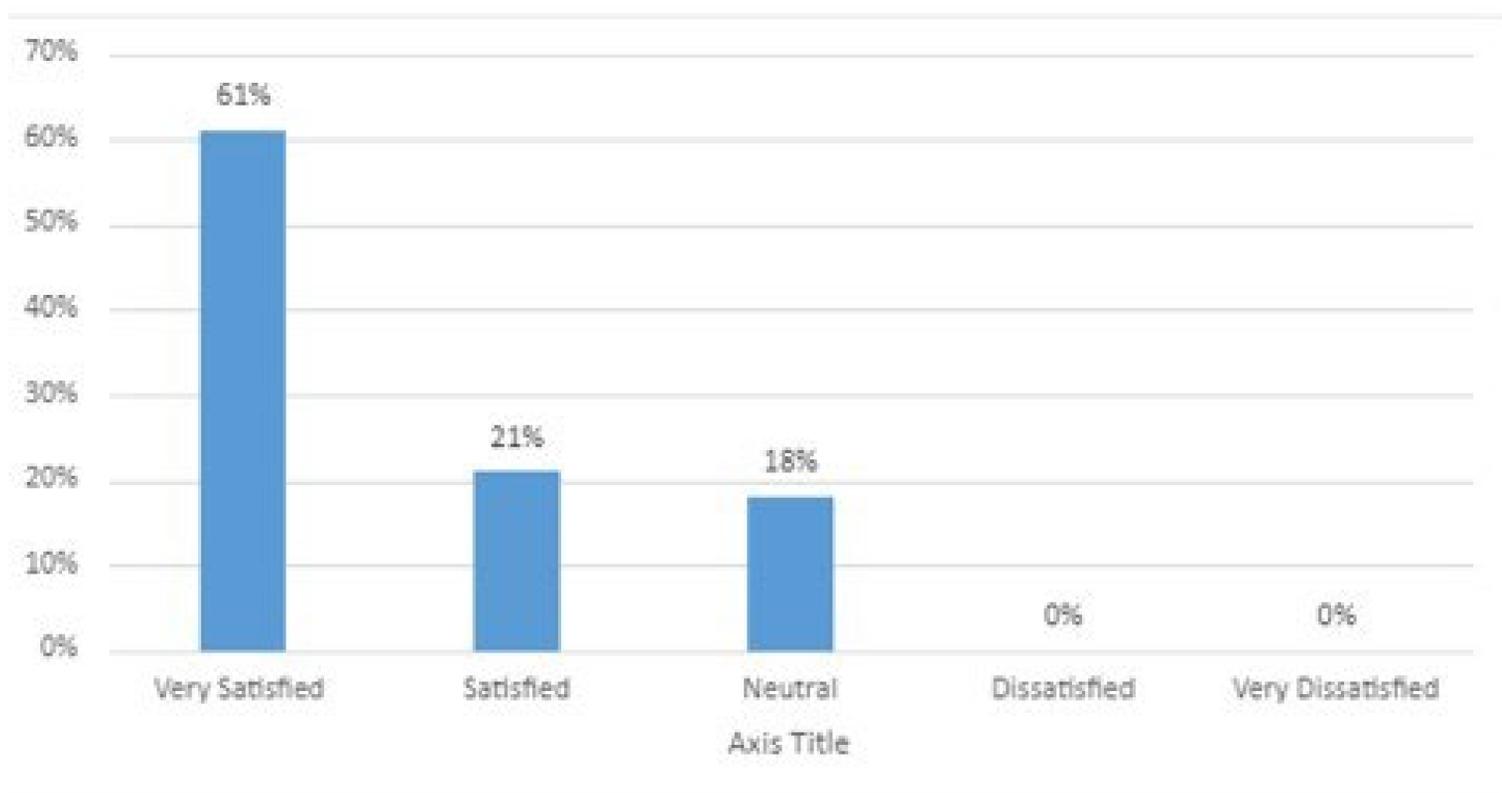
Question 2

How satisfied were you with guest speaker Dr. Marcela Rodriguez-Campo, Director of the Office of Community, Equity, Diversity & Inclusion at Nevada State University's presentation?

Survey results showed that respondents were overall satisfied with the presentation done by Dr. Marcela Rodriguez-Ocampo. The ratings given by respondents were between 3 and 5 with 61% of the respondents being very satisfied, and a 4.43 average rating. For additional details, please see figure #2.

Figure #2 Ratings on Dr. Marcela Rodriguez-Campo presentation

Presentation was regarding how to advance Diversity, Equity, and Inclusion through Action.



Survey Results

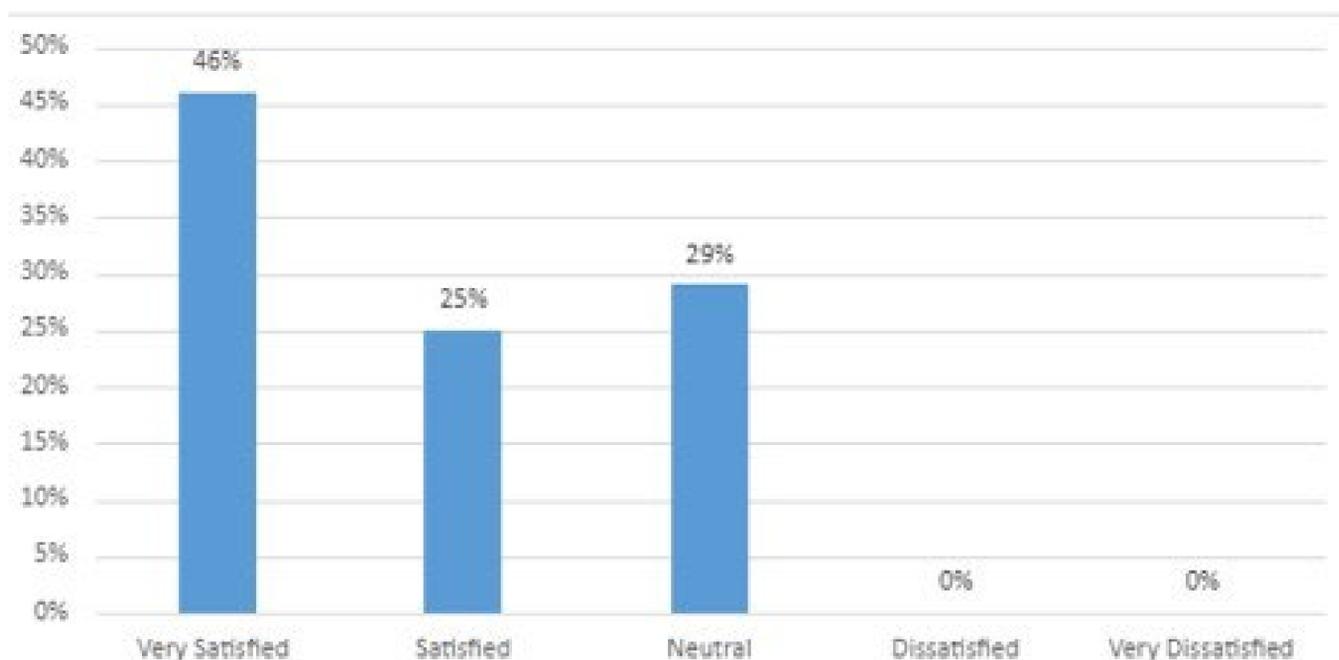
Question 3

How satisfied were you with speaker guest Guy Girardin, President of Puentes?

Survey results showed that respondents were overall satisfied with the presentation done by Guy Girardin. The ratings given by respondents were between 3 and 5 with 46% of the respondents being very satisfied, and a 4.18 average rating. Figure #3 shows additional details on all responses provided by DILs and MSOs.

Figure #3 ratings on Guy Girardin's presentation

The presentation was regarding how to advance Equity and Inclusion in Historically Marginalized Communities.



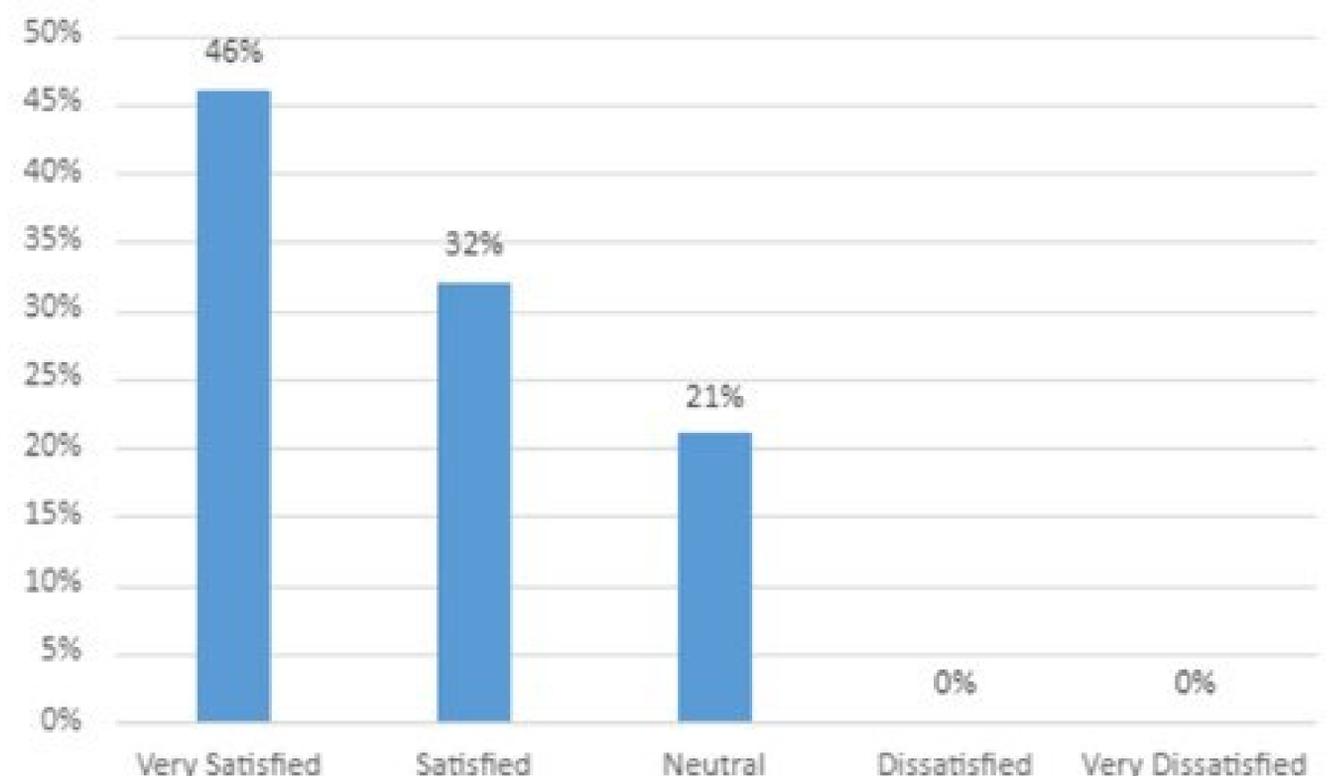
Question 4

How satisfied were you with guest speaker Niani Cooper, Social Service Manager and DIL of DHHS?

Survey results showed that respondents were overall satisfied with the presentation done by Niani Cooper. The ratings given by respondents were between 3 and 5 with 46% of the respondents being satisfied, and a 4.25 average rating. Figure #4 shows additional details on all responses provided by DILs and MSOs.

Figure #4 Ratings on Niani Cooper's presentation

The presentation was regarding how to Manifest Internal DEI Initiatives into External Services Delivery.



Survey Results

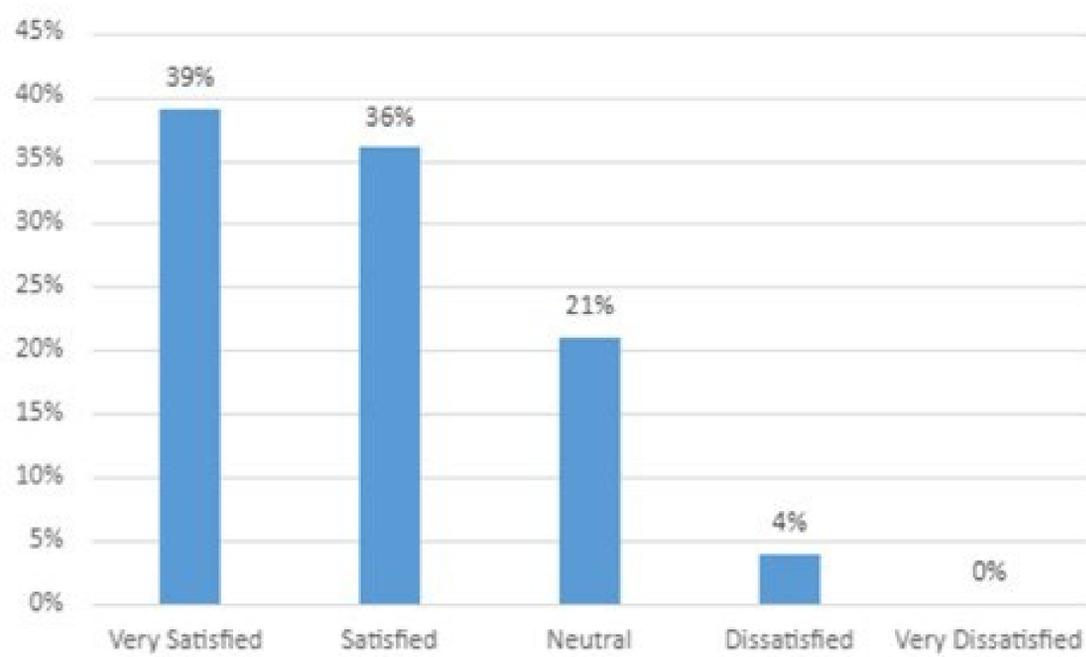
Question 5

How satisfied were you with guest speaker Kristen Stasio, CEO of the Nevada Clean Energy Fund?

Survey results showed that respondents were overall satisfied with the presentation done by Kristen Stasio. The ratings given by respondents were between 2 and 5 with 39% of the respondents being satisfied, but 4% were not satisfied, and a 4.11 average rating. Figure #5 shows additional details on all responses provided.

Figure #5 Ratings on Kristen Stasio's presentation.

The presentation was regarding how to advance a Diverse, Equitable and Inclusive Clean Energy Economy in Nevada.



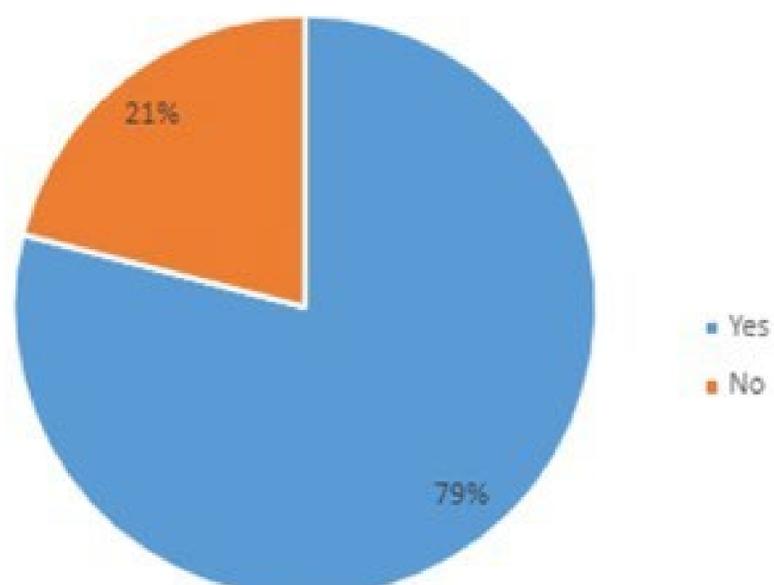
Questions 6-8 (Mostly multiple choice about working as an MSO and DIL and if they can identify a DIL)

Question 6

After Attending the 2023 Annual DIL meeting, do you have a better understanding of how DIL's and MSOs can work together?

Based on survey results, 79% of respondents are clear on how DILs and MSOs can collaborate, but 21% are still having trouble understanding how they can work together. Figure #6 shows the breakdown of responses between DILs and MSOs.

Figure #6 Understanding of how DILs and MSOs can work together.



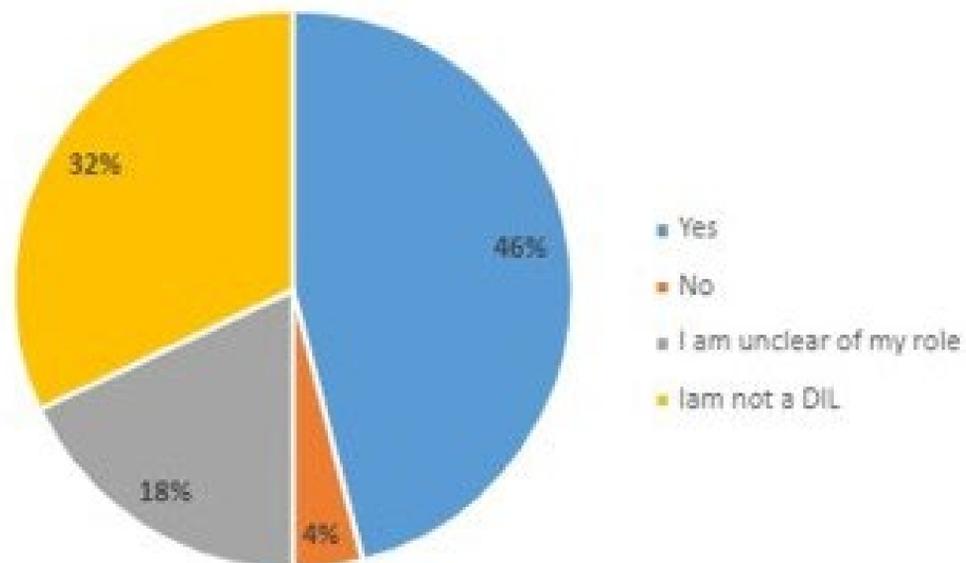
Survey Results

Question 7

As a DIL, do you feel prepared to perform your role?

Based on survey results, 46% of respondents are prepared to perform their role as a DIL, but 4% feel they are still not prepared, 32% of the respondents were not DIL's and 18% are unclear of what their role is. Figure #7 shows the breakdown of responses between DILs and MSOs.

Figure #7 Preparedness to perform as a DIL.

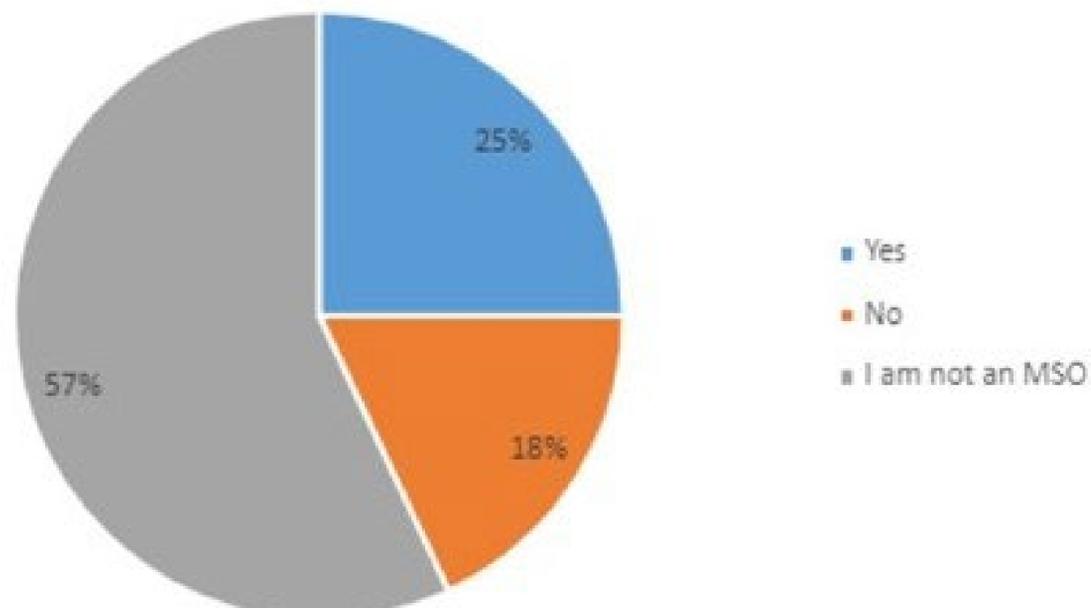


Question 8

As an MSO, are you able to locate/identify a state agency's DIL?

The survey results showed that only 25% of respondents can locate or identify a state agency's DIL, 18% are still having trouble identifying DILs within state agencies, and 57% of the respondents were not MSO's.

Figure #8 Ability to locate or identify a state agency's DIL.



Survey Results

Question 9

Please share an example of your engagement with a DIL and/or MSO.

Approximately 75.0% of respondents stated 'N/A' when asked to share an example of any engagement that they might have with a DIL and/or MSO. The remainder stated they had engaged with a DIL and/or an MSO in some capacity. Those engagement activities included attending classes organized by the entity and collaborating to create opportunities for a minority population. For example, a DIL stated that their agency has been working with "Blacks in Nature" to create more opportunities for the Black community to be outdoors and feel comfortable in that space. Another DIL stated that they have been working with the Nevada Minority Health Equity Coalition (NMHEC) and Puentes to do outreach to the minority communities. Additionally, a DIL partnered with several MSOs to assist their organization's grassroots efforts to get Nevadans and hard-to-reach populations educated on their available health insurance options, especially through a Tribal Sponsorship Program. Recruitment assistance to serve the community within the state was another example provided by a DIL as a form of engagement with their MSOs. An MSO indicated that the Nevada Women's Center collaborated with the NV Commission on Minority Affairs (NCMA). An event was coordinated that featured a panel of experts that discussed small business advocacy resources for minority and underserved communities.

Furthermore, DILs were asked if they had any upcoming plans or projects that would help make their agency programs and services more accessible and inclusive to minority communities. Two DILs indicated that their plans included translating essential forms into different languages including Spanish and the most frequently spoken Asian languages in Nevada. Others generally stated that they will continue to partner with MSO in ongoing projects.

Question 10

If you have engaged with a DIL and/ or MSO, was a Black, Indigenous, and People of Color (BIPOC) or other historically underserved community member successfully serviced?

Approximately 71.4% of respondents stated that they have not engaged with a DIL and/or MSO. The rest stated that they have engaged with a DIL and/or MSO in some capacity and that they were successful in serving a historically underserved community member. Examples of their success were reflected in question 9 responses.

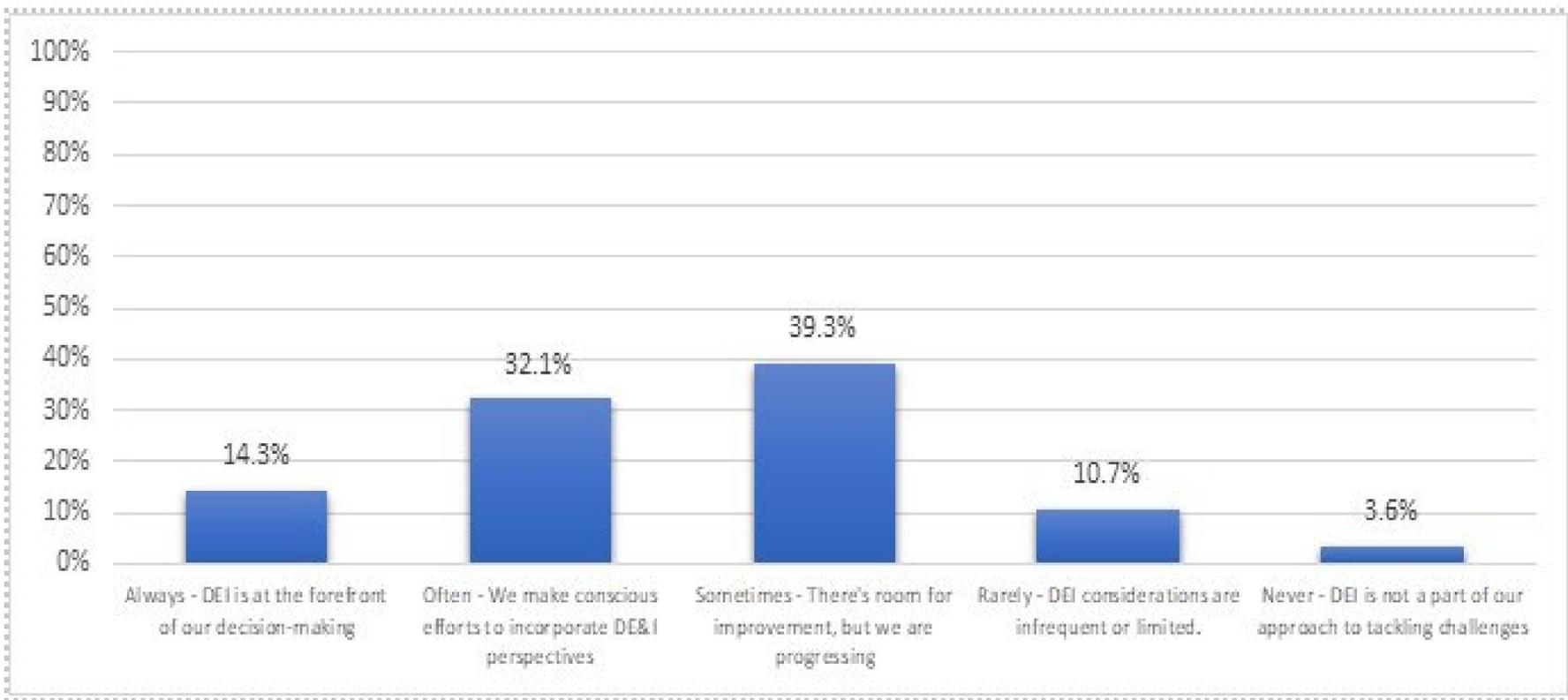
Question 11

In navigating our State's present-day challenges, embracing the principles of Diversity, Equity, and Inclusion can be a powerful approach. Now, reflecting on your agency or organization, how frequently do you feel they genuinely consider and apply the lens of Diversity, Equity, and Inclusion while addressing these challenges?

The majority of individuals (39.3%) stated that they 'sometimes' apply the lens of DEI. However, individuals in this category feel that there is room for improvement. The second most popular answer was 'often' (32.1%). Individuals feel that they make conscious efforts to incorporate DEI perspectives while addressing the state's present-day challenges. The rest of the responses are displayed in

Figure #9 Frequency, applying the DEI lenses while addressing challenges at the state level

Survey Results

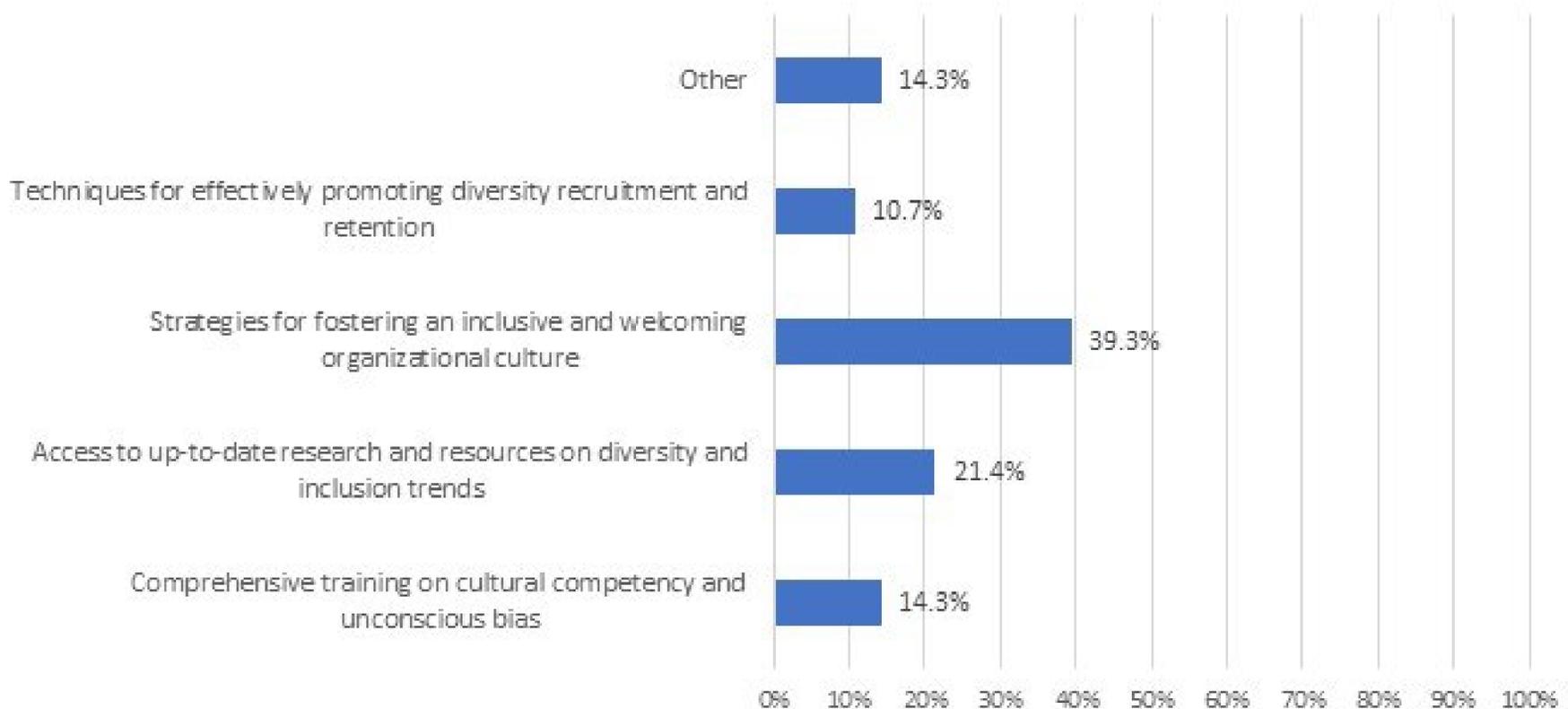


Question 12

As a Diversity Inclusion Liaison or member of a Minority Serving Organization, you play a crucial role in being a representative of your team's DEI work. In order to feel empowered and equipped to help drive change in the field of Diversity, Equity, and Inclusion within your respective agency or organization, which of the following tools or knowledge do you believe would be essential for you?

Approximately, 39.3% of respondents stated that a tool or knowledge they believe would be essential for them would be strategies for fostering an inclusive and welcoming organizational culture. The second largest percentage of respondents indicated that they feel that having access to up-to-date research and resources on diversity and inclusion trends would be beneficial. See Figure 10 for a full overview of the results.

Figure #10 Tools and/or knowledge needed to empower DILs.



Survey Results

Question 13

During our next annual DIL meeting, which of the following would you prefer to see as we explore the vast and expansive realm of Diversity, Equity, and inclusion (DEI) work and its various approaches in implementation:

82.1% of respondents stated that they would like to receive information regarding practical implementations of what DEI looks like in the workplace during the next annual DIL meeting. Moreover, 14.3% of respondents stated that they would like to have a panel discussion with renowned experts sharing their insights on DEI best practices. Lastly, 3.6% of individuals would like to receive theories and concepts behind DEI work.

Question 14

In order for our State to lead in best practices within DEI work, what recommendations would you have for our State leaders, and community partners?

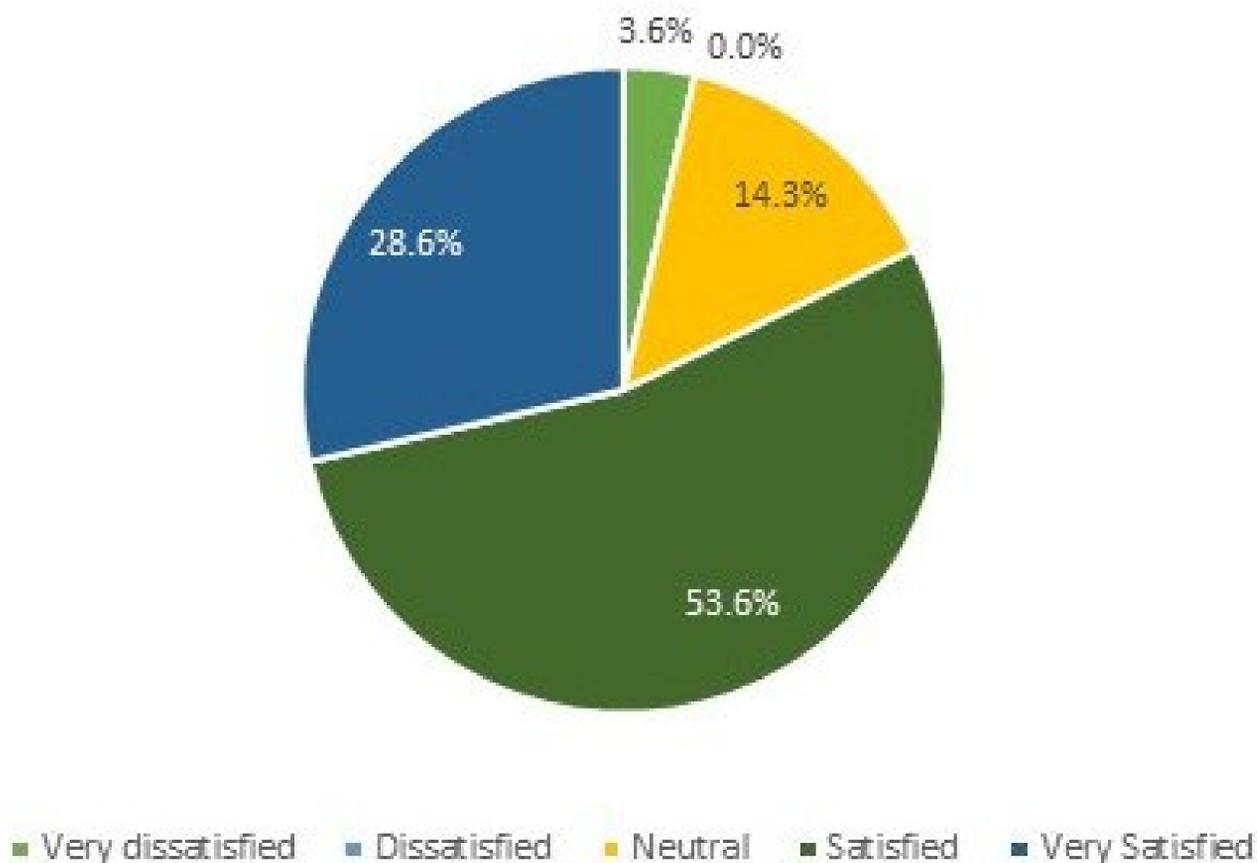
28.6% of respondents selected 'N/A' for recommendations. Among those who did provide recommendations, 21.4% suggested a combination of using a DEI (Diversity, Equity, and Inclusion) lens in hiring and compensating those involved in DEI activities. Another 10.7% proposed including minority groups and as well those from rural communities in any DEI related conversations (i.e., about service delivery, workforce development, and the availability of re sources, etc.). Some respondents recommended a broader dissemination of DEI initiatives. A smaller percentage, 7.1%, expressed the need for more DIL meetings, while 3.6% advocated for leaders to revisit and revise laws to remove barriers, identify deficiencies, and propose solutions. Lastly, 7.1% of individuals did not indicate a recommendation nor indicated 'N/A'. You can see more details in Table 1 under the recommendations section.

Question 15

Overall, how satisfied were you with the July 19, 2023, Diversity and Inclusion Liaison Annual Meeting?

53.6% of individuals reported being 'Satisfied' with the DIL annual meeting, while 28.6% were 'Very Satisfied,' 14.3% were 'Neutral,' and one individual expressed 'Very Dissatisfied. See Figure 11 for more details.

Figure #11 DIL 2023 meeting satisfaction



Recommendations Based on Findings

The 2023 recommendations were developed by MIC members and influenced by those previously stated in the 2022 DIL Annual Report, the status of their action, and survey results completed by DILs and MSOs in 2023.

Status of 2022 Recommendations

Two out of the four recommendations stated in 2022 were actioned. Those are reflected below along with the description of those successfully actioned to date.

1. Fund Diversity and Inclusion Liaisons

2. Strengthened engagement with Minority Serving Organizations (MSOs) in Nevada

A larger engagement with Minority Serving Organizations (MSOs) in Nevada was noted. Approximately 39 individuals from MSOs attended this year's annual meeting compared to 9 individuals in 2022. This illustrates the interest and engagement of MSOs in the state of Nevada.

3. Intentional engagement from state agencies to minority communities in Nevada.

4. Increase in interagency collaboration

In 2023 a Microsoft TEAMS group was created to increase interagency collaboration. This platform has allowed the MIC team to share resources with the DILs. Those resources include the MSO roster and DEI training-related materials. Furthermore, this space has allowed agencies to engage in conversation, discuss issues and concerns, and brainstorm for potential solutions.

2023 Post Annual Meeting Survey Recommendations – Question 14

An important component of the 2023 survey was to get respondents' opinions on potential recommendations that State leaders, and community-level partners could implement to increase best practices within DEI work. Question 14 (**In order for our State to lead in best practices within DEI work, what recommendations would you have for our State leaders, and community partners?**) was presented for this purpose. Its results were analyzed and organized into themes, which are reflected in Table 1. The themes are accompanied by quotes from survey respondents.

Recommendations Based on Findings

Table 1: DILs and MSOs' recommendations

| Themes | Percentage | Quote |
|------------------------------------|------------|---|
| "N/A" | 28.6% | |
| Hiring/ Compensation | 21.4% | <p><i>"Keeping interview panels diverse and also adding a question on the interview dealing with DEI," (Diversity and Inclusion Liaison)</i></p> <p><i>"Fund positions in the state that focus specifically on Diversity, Equity, and Inclusion. Approve funding to allow state agencies to implement programs," (Diversity and Inclusion Liaison)</i></p> |
| Increase DEI Knowledge | 10.7% | <p><i>"To increase the general and specific knowledge around DEI practices and mindset and to increase the impact of the work by building workforce capacity and organizational structure to successfully execute the work. When we achieve effective DEI outcomes, our entire communities will benefit."</i></p> <p><i>(Minority Serving Organization)</i></p> |
| Include Other Minority Communities | 10.7% | <p><i>"To intentionally include the North and rural areas of the state in the conversation."</i> (Minority Serving Organization)</p> |
| More Meetings | 7.1% | <p><i>"Collaborate more often, including meetings with the governor regularly."</i> (Diversity and Inclusion Liaison)</p> |
| Other | 14.4% | <p><i>"Identify the specific deficiencies and develop measurable solutions."</i> (Diversity and Inclusion Liaison)</p> <p><i>"Include even more experts about the topics from an even broader list of organizations" (Minority Serving Organization)</i></p> |

The 'Other' theme includes recommendations that did not fit into one of the other categories but were important to account for.

Recommendations Based on Findings

2023 Final Recommendations

Based on the 2023 survey results, and the status of the 2022 recommendations, the MIC summarized the findings and put forth these final recommendations:



Identify Funding for Diversity and Inclusion Liaisons (DILs) Positions:

This recommendation, prominently featured in the 2022 survey findings, has gained even greater significance in the 2023 survey results. In 2022's survey 7 percent of respondents advised that lack of funding and hiring for programs was an obstacle versus the 21 percent advising this in 2023.



Enhance Diversity, Equity, and Inclusion (DEI) Awareness at the State and Community Levels:

Aim to expand DEI knowledge and understanding beyond the organization, reaching out to state and local communities.



Improve Visibility of Diversity and Inclusion Liaisons (DILs) on State Agency Websites:

Agencies should clearly highlight their Diversity and Inclusion Liaisons on their respective web pages. This should include at a minimum stating the name of the DIL, a description of their role, and contact information.



Engage Individuals from Rural Communities:

To further the commitment to inclusivity, agencies should explore opportunities to involve MSOs from other underrepresented communities, such as rural areas and tribal communities.

Conclusion

The passage of Senate Bill 222 codified as NRS 232.0083 - NRS 232.0087 during the 81st legislative Session has instructed state agencies within the Executive Branch to designate a Diversity and Inclusion Liaison (DIL). This initiative ensures that programs and services are accessible and inclusive for minority communities in the State of Nevada.

To continue to strengthen and support the DILs, the 2023's annual meeting focused on bringing guest speakers who could provide a Minority Serving Organization (MSOs), Diversity, Equity, and Inclusion (DEI) advocate, and state agency/DIL perspective and insight on how to collaborate with the broad representation of minority communities the DILs want to better serve. After the annual meeting, a survey was sent out to the participating DILs and MSOs to gauge what they thought of the speakers and what recommendations they had.

The feedback provided during the annual meeting and survey questions from both parties led to the four recommendations discussed in this report. These recommendations from DILs and MSOs were summarized as actionable items to continue with efforts to increase accessibility, inclusivity, and collaboration between minority communities, DILs, and MSOs.

Appendix

Appendix A: List of 2023 Diversity and Inclusion Liaisons (DILs)

You can find the most updated DIL list on the ONA website, click [HERE](#) for more information.

Appendix B: List of Minority Serving Organizations (MSOs) who attended the 2023 Annual DIL Meeting

- Three Square Food Bank
- Silver State Fair Housing Council
- AARP Nevada
- UNR Pacifica AIDS Education and Training Center
- Access for Community and Cultural Education Programs and Training (ACCEPT)
- Latin Chamber of Commerce
- UNLV Undocumented Student Program
- Grant a Gift Autism Foundation Ackerman Center
- Get Outdoors Nevada
- Nevada Cancer Research Foundation
- Progressive Leadership Alliance of Nevada (PLAN)
- The Gathering Place
- Help of Southern Nevada
- Asian Community Resource Center

Appendix C: 2023 DIL Annual Meeting Minutes

To find the 2023 DIL Annual Meeting draft minutes click [HERE](#).

They keep a record of all the DILs' previous meeting minutes and agendas.

Visit their website at https://ona.nv.gov/Programs/Diversity_and_Inclusions/

Appendix D: DEI-Related Training Materials for DILs

*A copy of the trainings are available upon request

[Making Health Happen](#)

The following user guide on different types of trainings that DILs can utilize is available (See figure 1 and 2). The step-by-step guide allows them to create a profile and explore the catalog depending on what kind of subject, price point, or trending topic they would like to learn more about.

Appendix

Appendix E: 2023 DIL Annual Meeting Post-Survey Questions

Question 1

Please specify your role

- Diversity and Inclusion Liaison
- Minority Serving Organization

Question 2

How satisfied were you with the guest speaker Dr. Marcela, Director of the Office of Community, Equity, Diversity & Inclusion at Nevada State University?

- 5 ★ = Very Satisfied
- 4 ★ = Satisfied
- 3 ★ = Neutral
- 2 ★ = Dissatisfied
- 1 ★ = Very Dissatisfied

Question 3

How satisfied were you with speaker guest Guy Girardin, President of Puentes?

- 5 ★ = Very Satisfied
- 4 ★ = Satisfied
- 3 ★ = Neutral
- 2 ★ = Dissatisfied
- 1 ★ = Very Dissatisfied

Question 4

How satisfied were you with guest speaker Niani Cooper, Social Service Manager of DHHS?

- 5 ★ = Very Satisfied
- 4 ★ = Satisfied
- 3 ★ = Neutral
- 2 ★ = Dissatisfied
- 1 ★ = Very Dissatisfied

Question 5

How satisfied were you with guest speaker Kristen Stasio, CEO of the Nevada Clean Energy Fund?

- 5 ★ = Very Satisfied
- 4 ★ = Satisfied
- 3 ★ = Neutral
- 2 ★ = Dissatisfied
- 1 ★ = Very Dissatisfied

Question 6

After Attending the 2023 Annual DIL meeting, do you have a better understanding of how DIL's and MSOs can work together?

- Yes
- No

Appendix

Appendix E: 2023 DIL Annual Meeting Post-Survey Questions Cont.

Question 7

As a DIL, do you feel prepared to perform your role?

- Yes
- No
- I am unclear of my role
- I am not a DIL

Question 8

As an MSO, are you able to locate/identify a state agency's DIL?

- Yes
- No
- I am not an MSO

Question 9

Please share an example of your engagement with a DIL and/ or MSO

Please write N/A if you have not engaged with a DIL and/or MSO

Question 10

If you have engaged with a DIL and/or MSO, was a BIPOC or other historically underserved community member successfully serviced?

- Yes
- No
- I have not engaged with a DIL and/or MSO

Question 11

In navigating our State's present-day challenges, embracing the principles of Diversity, Equity and Inclusion can be a powerful approach. Now, reflecting on your agency or organization, how frequently do you feel they genuinely consider and apply the lens of Diversity, Equity, and Inclusion while addressing these challenges?

- Always – DEI is at the forefront of our decision-making
- Often – We make conscious efforts to incorporate DEI perspectives
- Sometimes – There's room for improvement, but we are progressing
- Rarely – DEI considerations are infrequent or limited
- Never – DEI is not part of our approach to tackling challenges

Appendix

Appendix E: 2023 DIL Annual Meeting Post-Survey Questions Cont.

Question 12

As a Diversity and Inclusion Liaison or member of a Minority Serving Organization, you play a crucial role in being a representative of your teams DEI work. In order to feel empowered and equipped to help drive change in the field of Diversity, Equity and Inclusion, within your respective agency or organization, which of the following tools or knowledge do you believe would be essential for you?

If you choose other, please explain what you suggest we explore

- Comprehensive training on cultural competency and unconscious bias
- Access up-to-date research and resources on diversity and inclusion trends
- Strategies for fostering an inclusive and welcoming organizational culture
- Techniques for effectively promoting diversity recruitment and retention
- Other

Question 13

During our next annual meeting, which of the following would you prefer to see as we explore the vast and expansive realm of diversity, equity, and Inclusion (DEI) work and its various approaches in implementation:

If you choose other, please explain what you suggest we explore

- Theories and concepts behind DEI work
- Practical implementation of what DEI looks like in the workplace
- Panel discussions with renowned experts sharing their insight on DEI best practices.
- Other

Question 14

In order for our State to lead in best practices within DEI work, what recommendations would you have for our state leaders, and community partners?

Question 15

Overall, how satisfied were you with the July 19, 2023, Diversity and Inclusion Liaison annual meeting?

- 5 ★ = Very Satisfied
- 4 ★ = Satisfied
- 3 ★ = Neutral
- 2 ★ = Dissatisfied
- 1 ★ = Very Dissatisfied