

2021 Delta Dental of Iowa Foundation Diversity Equity and Inclusion Plan – Progress To Date

Activity	Description	Completion Date/Timeline	Outcomes/Learning
Share DEI Plan	Electronic sharing of this document with partners, key and new partners “in person”	First quarter 2021	Completed in Spring of 2021.
Follow up feedback on DEI Document	Complete and distribute second quarter	<ul style="list-style-type: none"> - Share at April Board - Strategic Session - Complete DEI plan to include and share with partners and public through website - Complete by May 1, 2021 	<ul style="list-style-type: none"> • Feedback shared with board at April 2021 meeting. • Suggestion for addition of glossary of terms for internal and external use as well as additional goals for Foundation accountability. • Shared all feedback with partners and added to Foundation website.
Funding practices survey, annually	Create and distribute an annual survey on funding practices to gather feedback and make suggested changes from external partners	Fall 2021	<ul style="list-style-type: none"> • Did NOT conduct survey • Ongoing learnings indicate strong sentiments for funders to stop asking grantees about improvements to their funding practices as sector has outlined request for funders to support general operations and multi-year funding. Use survey instead to collect feedback on Foundation openness, engagement and equity work.
Equity Learning and Self-reflection	<ul style="list-style-type: none"> - Foundation staff and board members engage in activities such as listening sessions and learning opportunities on racism, equity and trust-based philanthropy - Use assessment tools to identify areas for growth and improvement - Inclusion of critical focus areas in every board meeting 	Ongoing learning, with board in April, August and November	<ul style="list-style-type: none"> • Dedicated time and resources to hosting several DEI learning sessions for board and staff throughout the year. • Conducted equity analysis of vendors Foundation currently uses • IDI – Intercultural Development Inventory assessment conducted and Board composite discussion to determine future opportunities for

	- Strategic Session includes DEI learning session		growth and learning collectively as well as individual assessments.
Trust-based practice	Foundations staff use feedback and continued DEI learnings to make changes to forms, grant programs and funder/partner engagement and outreach to refine and encourage inclusion	Ongoing	<ul style="list-style-type: none"> • Foundation Staff participating in ICoF Racial Equity Cohort. Continue to refine funding practices and how we approach conversations with organizations as we learn. • Staff engagement in Equity in the Center trainings; Greater DSM Partnership Inclusion Summit; etc. • DDIA Foundation staff led session on our DEI plan and work to date with other funding colleagues throughout the state and within the DDPA system. • Changing how we approach conversations around funding with new partners through trust-based philanthropy practices. <ul style="list-style-type: none"> ○ opportunities in the future for continued services with oral and overall health related issues.