

A stylized illustration of a desk setup. At the top left is a map with a grid and a winding path. Below it is a stack of three books. In the center is an open laptop with a grid pattern on its screen. To the right of the laptop is a pen holder containing three pens. In the bottom left is a potted plant with several long, pointed leaves. In the bottom right is a tablet or laptop displaying a webpage layout with a header and two columns of text.

JOSIE FASOLDT
CHIEF DATA AND STRATEGY OFFICER

How does a State measure its inclusive culture?

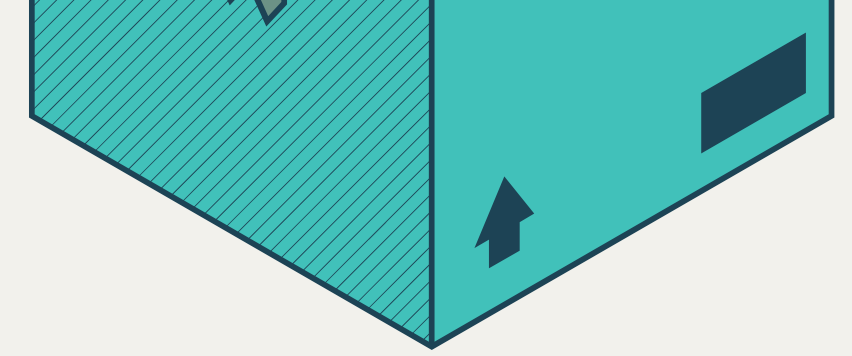
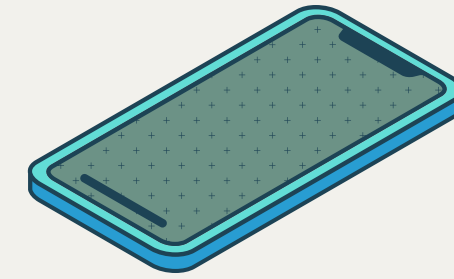
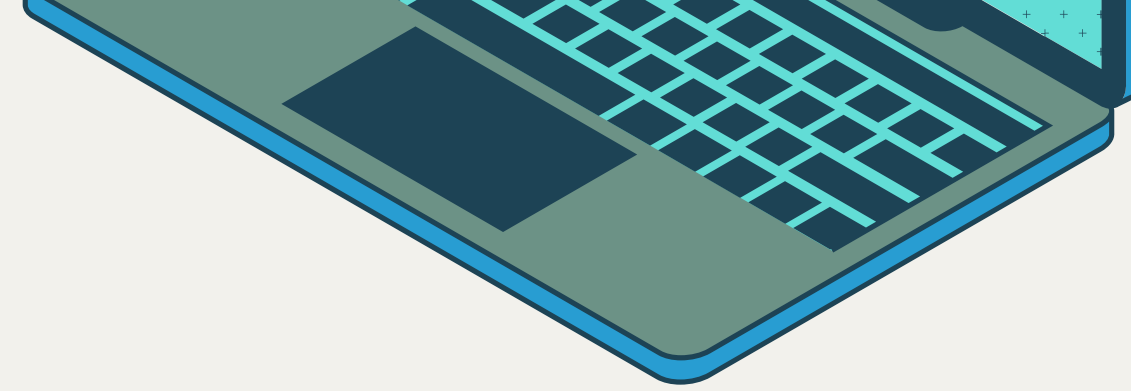
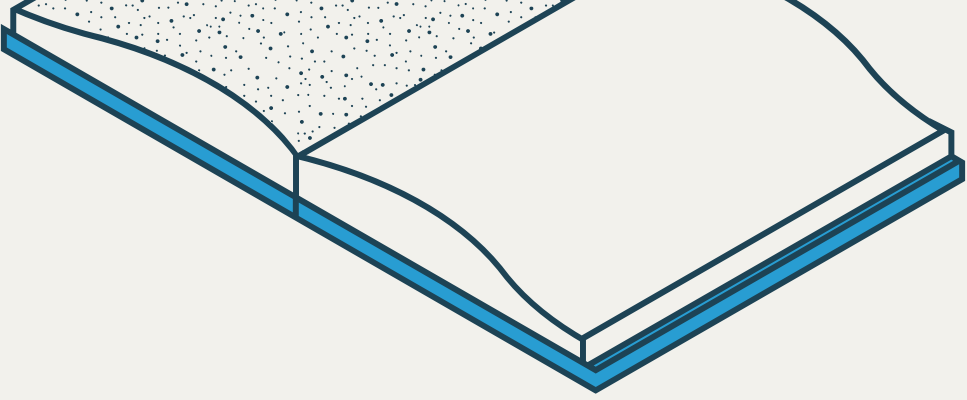
April 26, 2023



The Office of the Chief Equity, Inclusion, and Opportunity Officer

OUR VISION

To make Indiana a lasting leader in equity, inclusion and opportunity through targeted strategic initiatives and partnerships, policy development, good stewardship, innovation, and next level service so all Hoosiers have access to the tools necessary to experience their best quality of life.



Meet the team!



Karrah Herring

Chief Equity, Inclusion,
and Opportunity Officer



Joseph Pinnell

Deputy Chief and
Executive Director of
Workforce Engagement



Anthony Phillips II

Deputy Chief and
Executive Director of
External Engagement



Josie Fasoldt

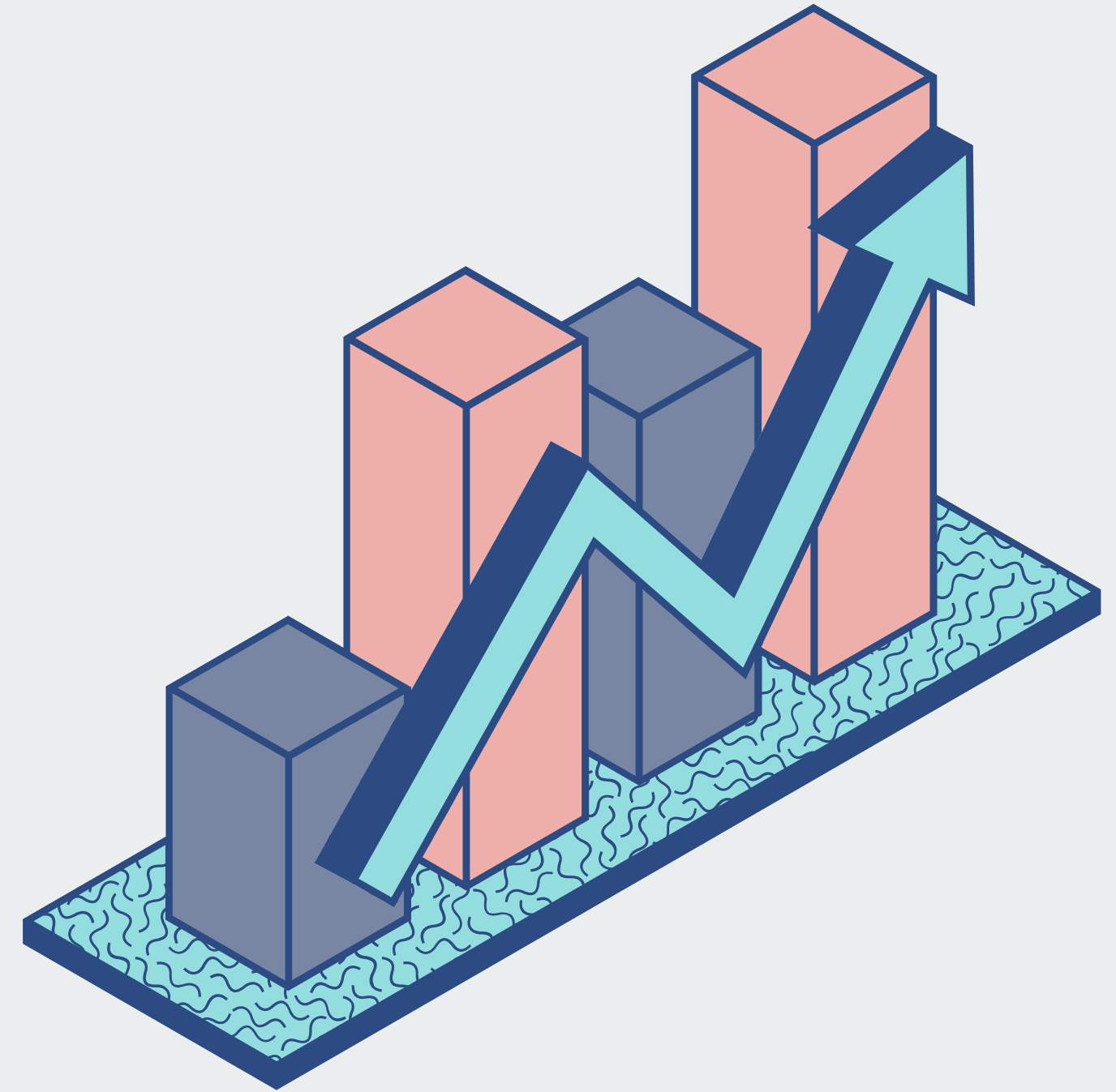
Chief Data and Strategy
Officer



Celeste Croft

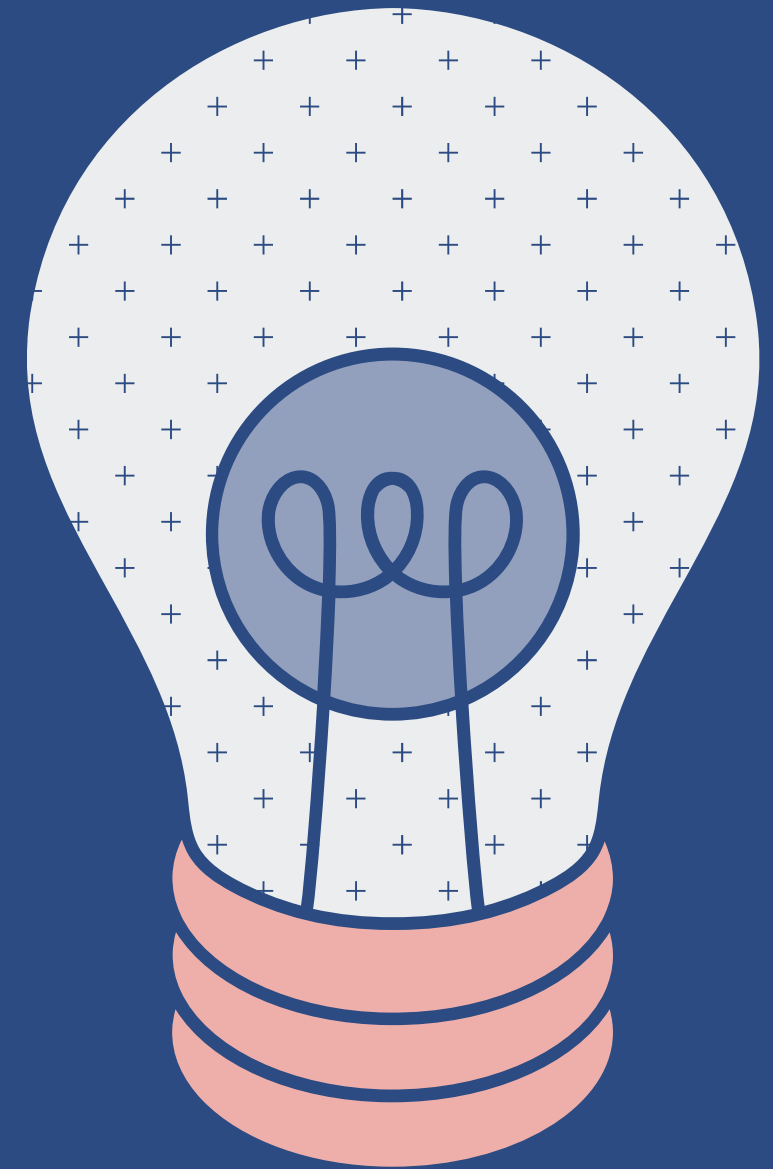
Executive Assistant

**How does a State
measure its
inclusive culture?**

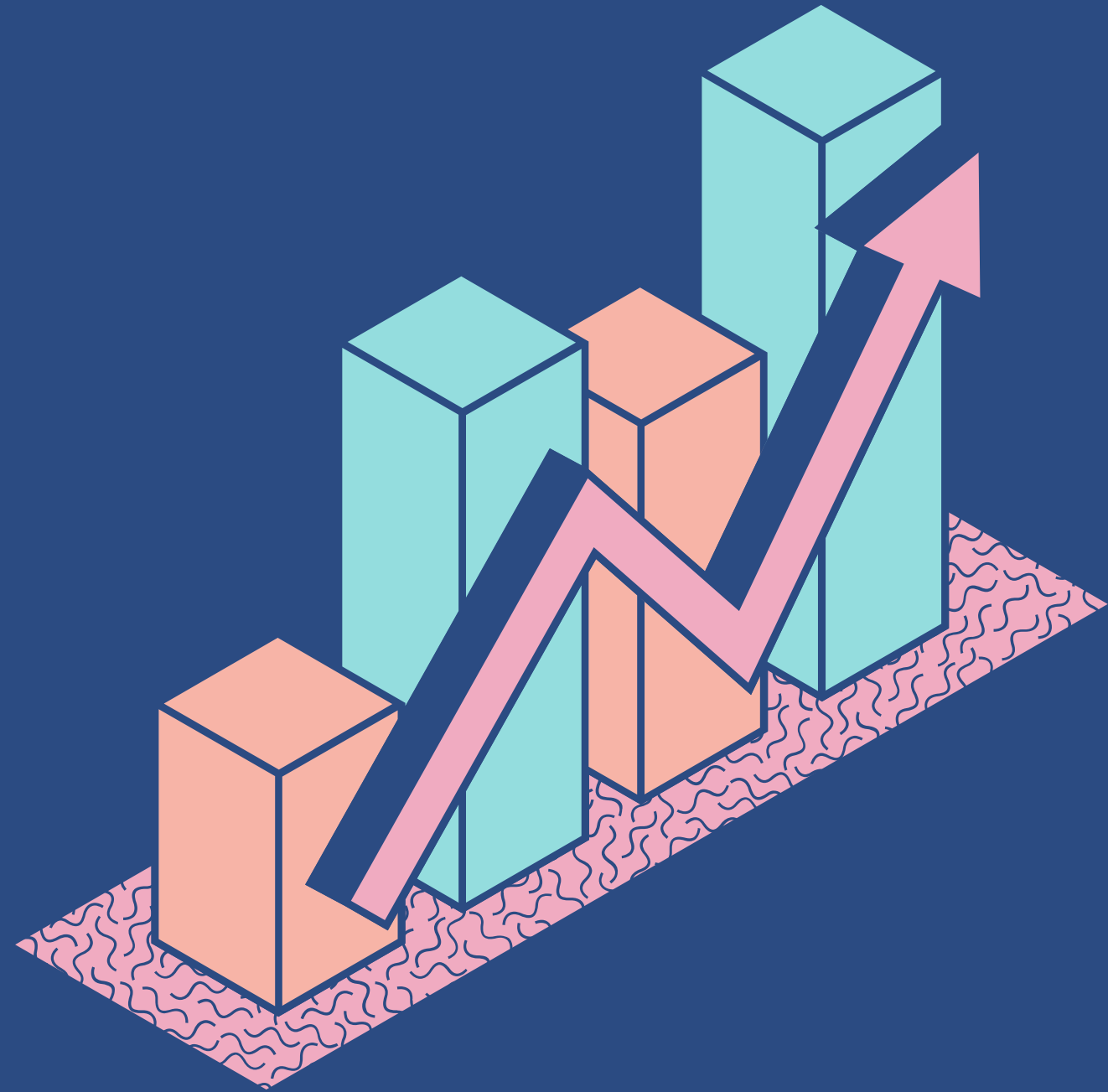


"There is only one way to eat an elephant, one bite at a time."

Archbishop Desmond Tutu



WORKFORCE ENGAGEMENT



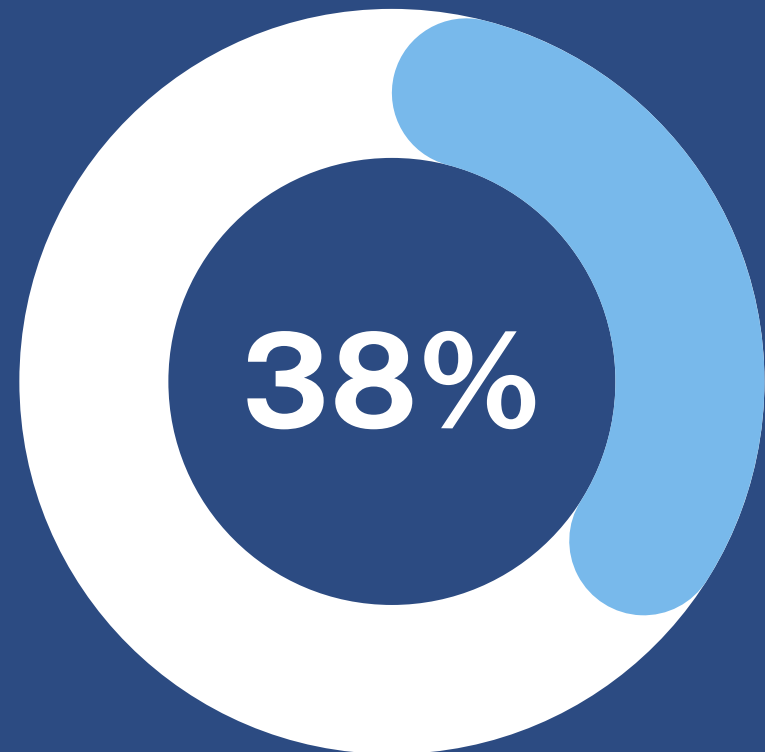


Climate Survey

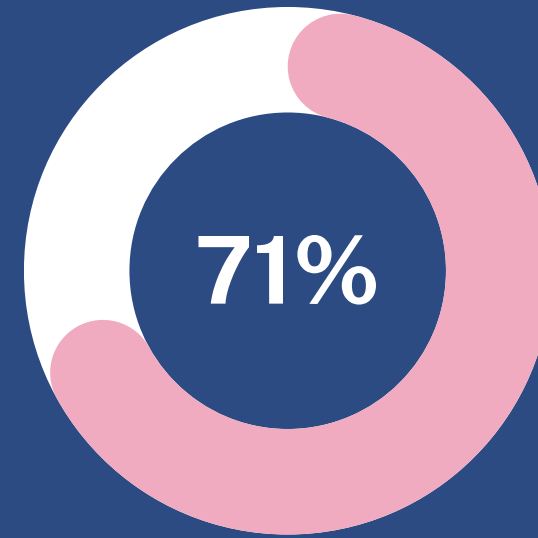
2022 STATE EMPLOYEE SURVEY

State of Indiana employees are in the best position to tell us how we are doing at creating a Inclusive Culture where everyone feels welcomed, valued, respected, and heard.

CLIMATE SURVEY RESULTS

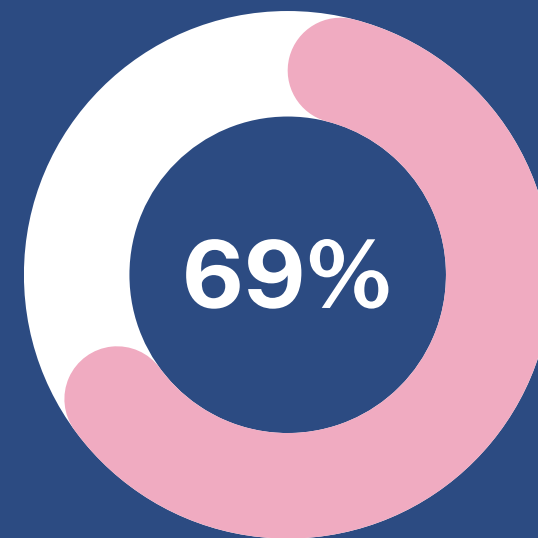


■ Total State Employees ■ Total Respondents



INCLUSION KPI

Measures that track how State employees feel included (ex: I treated with respect at work)

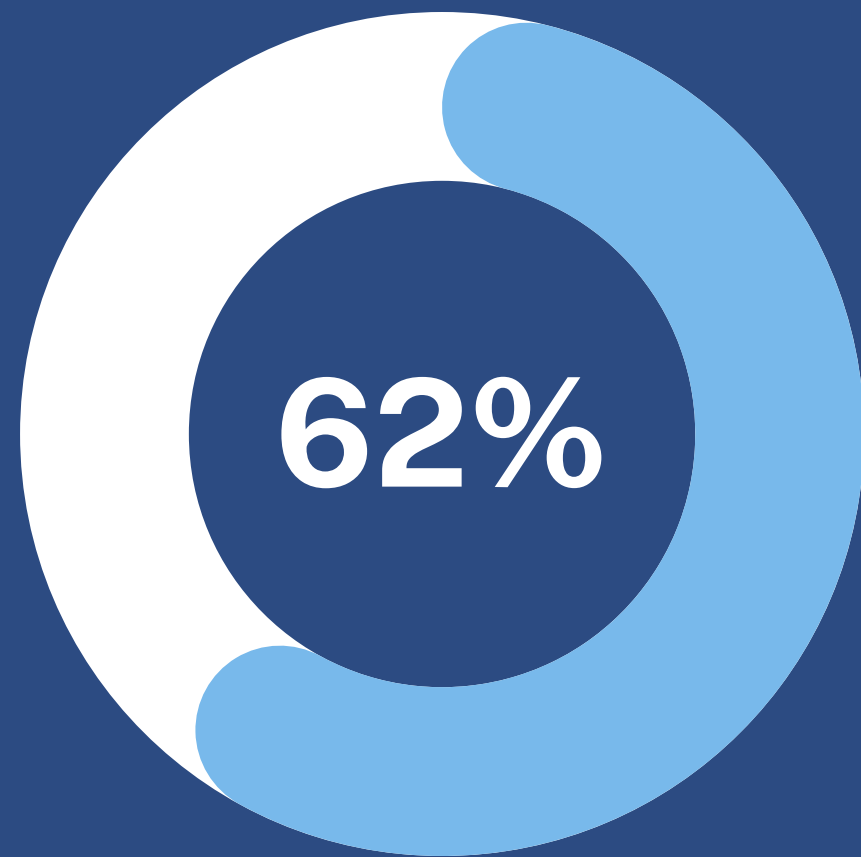


PSYCHOLOGICAL SAFETY

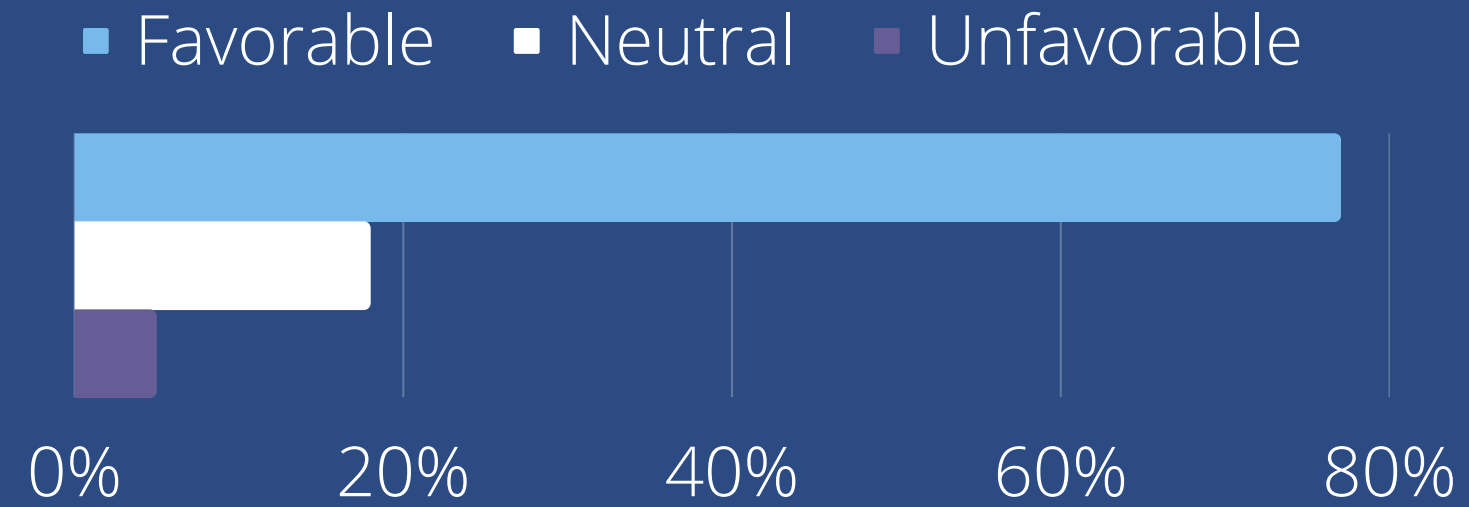
Measures that track how psychologically safe State employees feel at work (ex: I am comfortable voicing my ideas and opinions, even if they are different from others)

CLIMATE SURVEY RESULTS

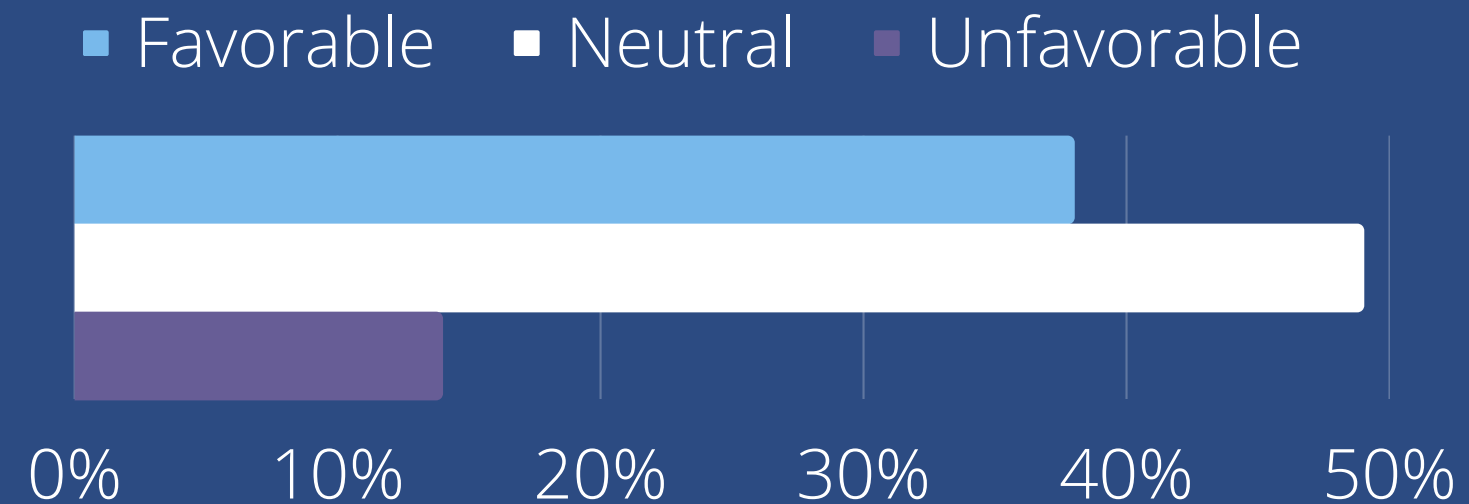
INDIVIDUAL BUY-IN



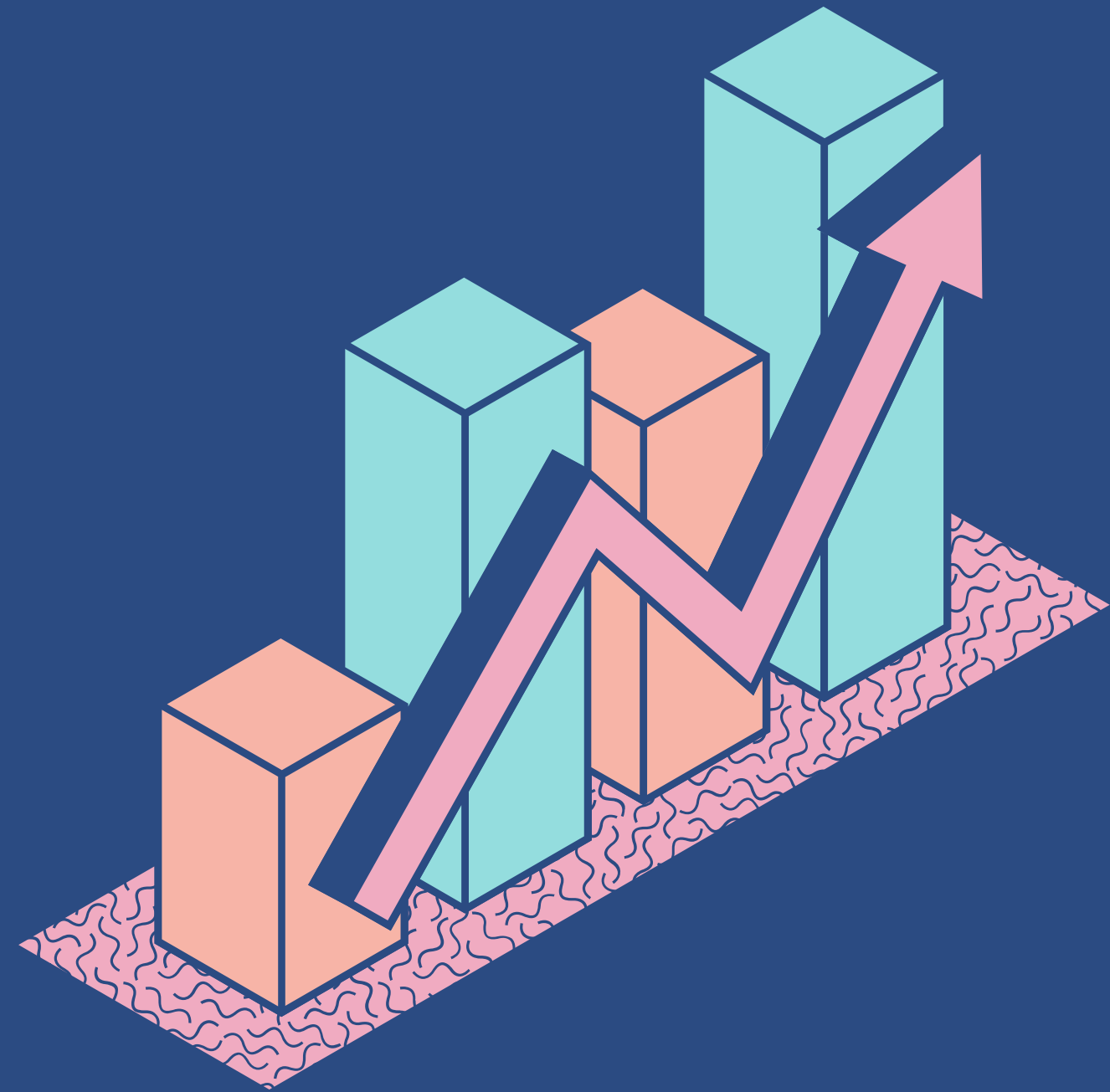
I believe improving equity, inclusion, and opportunity should be a business priority for my agency



In the last 6 months, I have taken action outside my core job to build an inclusive agency



EXTERNAL EQUITY





INDIANA SBDC QUARTERLY IMPACT REPORT

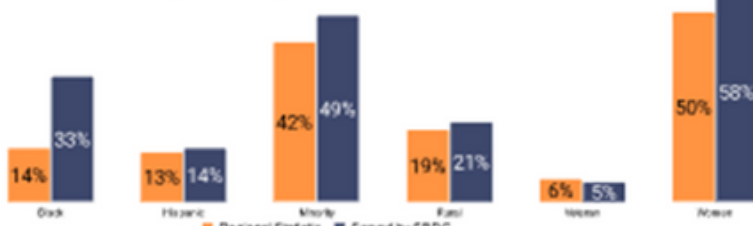
2022 - Quarter 2 (April - June)

Published 08/05/2022



REGION 1- NORTHWEST

The Northwest region is made up of Lake, Porter, LaPorte, Newton, Jasper, Starke, and Pulaski counties. The North Central regions' dedication to serving their communities is evident, especially Black, women, and minority community members.



Partner Spotlight:
Hammond Development Corporation



Hammond Development Corporation
Specializing in Growth Opportunity

This quarter the Northwest region partnered with the Hammond Development Corporation to host a Minority Business Enterprise Women Business Enterprise Certification bootcamp with 18 participants. This workshop was a series of 3 sessions to assist and prepare business owners to apply for the IDA state certifications. In the coming weeks, they will hear from many successful business owners.

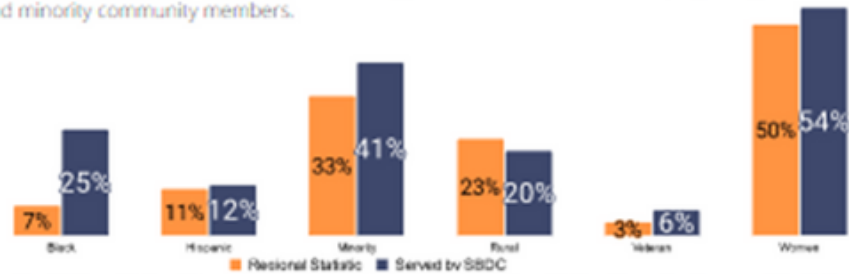
Client Spotlight: Paradise Spreads



In 2019, Emily Edwards, founder of Paradise Spreads, began working with the Northwest SBDC. She successfully pitched at the Elevate Nexus pitch competition and was awarded \$70,000 in pre-seed funding. She is also paired with an Elevate Venture FII. Paradise Spreads are available online and locally in Strack & Van Til grocery stores.

REGION 2- NORTH CENTRAL

The North Central region is made up of St. Joseph, Elkhart, Kosciusko, Marshall, and Fulton counties. The North Central regions' dedication to serving their communities is evident, especially women and minority community members.



Staff Spotlight: Tracie Davis



Tracie is committed to leveraging all her resources to assist clients. While she is not bilingual, she leverages the SBDC translation services to serve her Spanish speaking clients. She has supported numerous clients in launching their businesses including Cristian Rubles, founder of Revolutionary Training in Goshen and Melissa Boyd, founder of Sweeping Genies in South Bend. Tracie has been working with the North Central SBDC since 2015.

Client Spotlight: Revolutionary Training



Cristian, one of the founding executive directors of Revolutionary Training, worked with Tracie at the North Central SBDC to develop his vision for an indoor/outdoor soccer and baseball complex. He worked with the SBDC to evaluate market and make cash flow projections. He opened in April the COVID-19 pandemic.

INDIANA SBDC QUARTERLY IMPACT REPORT - Q2 2022

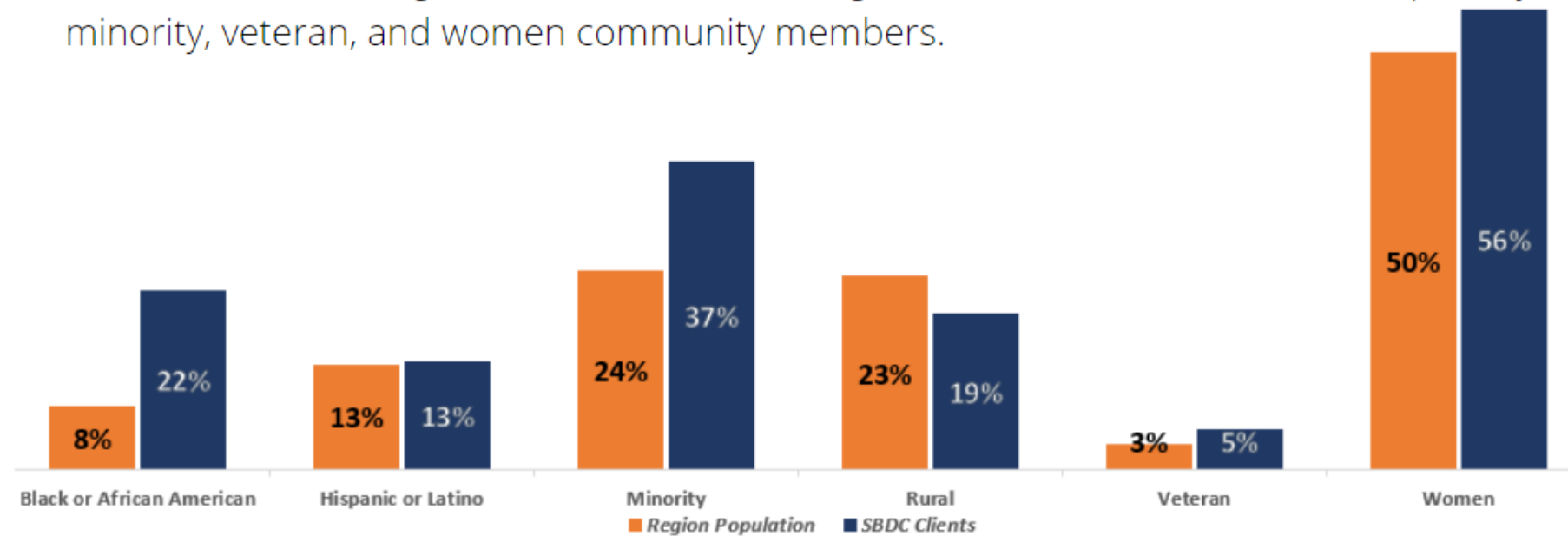
Small Business Development Centers

Our office partnered with an Urban Leaders Fellowship Fellow and the SBDCs to create and publish the first Indiana SBDC Quarterly Impact Report, a report that combines client data, partnership information, employee spotlights, and, of course, our amazing small business stories into one inspirational compilation!

The Office of the CEIOO visited the SBDC regional office in all 10 regions!

REGION 2- NORTH CENTRAL

The North Central region is made up of St. Joseph, Elkhart, Kosciusko, Marshall, and Fulton counties. The North Central regions' dedication to serving their communities is evident, especially Black, minority, veteran, and women community members.



Staff Spotlight



Tracie Davis, Business Advisor for the North Central Indiana SBDC, holds an Intermediate Export and Trade Counseling Certification and is looking to deepen her exporting knowledge by completing the Certified Global Business Professional Certification (CGBP) in 2023. Advisors like Tracie, who are able to provide general SBDC services and a deeper dive on specific business growth opportunities such as exporting, are critical in ensuring each region has for a wide variety of local experts helping businesses start, grow, and innovate. The Indiana SBDC network provides additional exporting assistance through specialty business advisor Andrew Reinke who works with clients to do a deeper dive on export business planning, compliance management, marketing, trade finance, and more.

Client Spotlight



North Central Indiana SBDC client, **Something Borrowed & Blue Rentals LLC**, was founded by Meghan Huff in December 2020. Something Borrowed & Blue Rentals LLC offers affordable and beautiful event decor rentals in northern Indiana and southwest Michigan. So far, Meghan has seen great success, and is looking forward to growing the business. In December, Meghan worked with North Central Indiana SBDC Regional Director Alan Steele regarding with common business concerns – business bookkeeping and taxes. While Meghan tracks revenue and expenses diligently, Alan offered Meghan templates and tools to efficiently track her finances, so they easily track to the required tax forms.

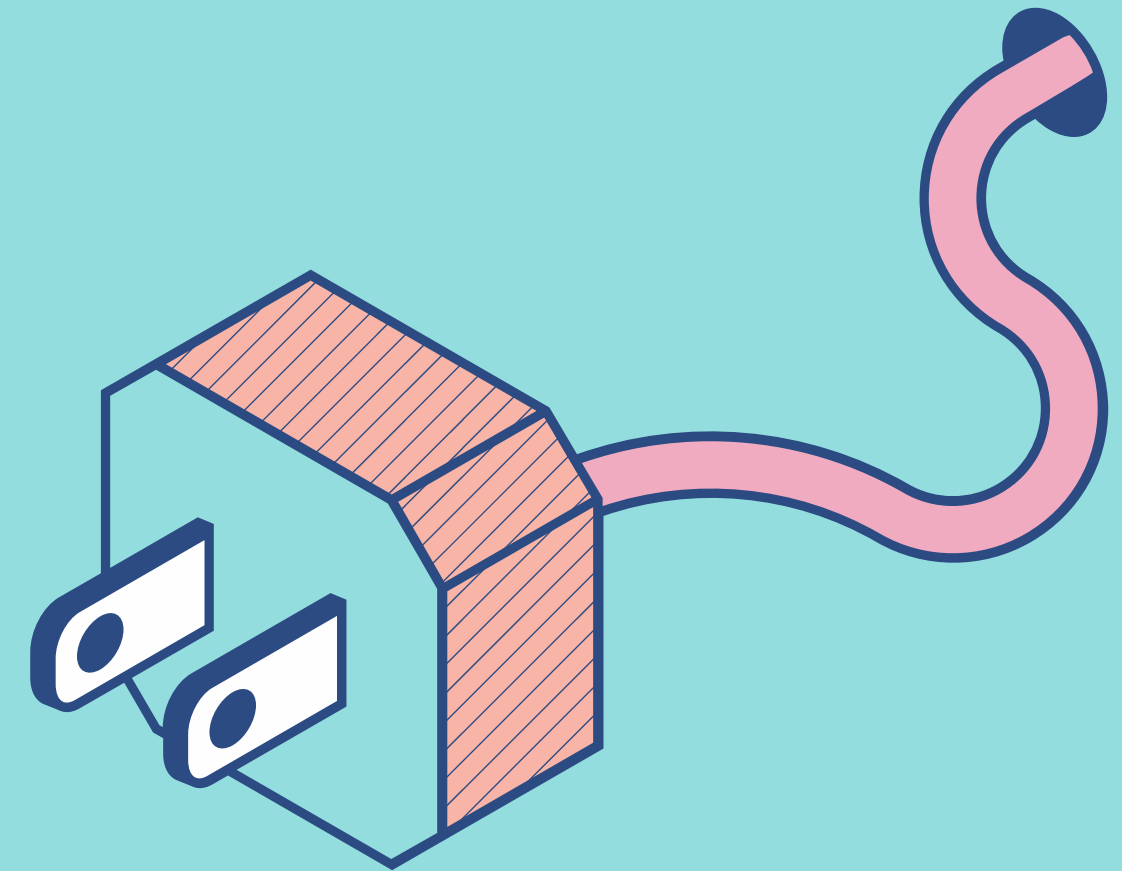
Small Business Development Centers

Where data can be and has been used to identify and reveal inequitable outcomes, it is important to also call out areas where Equity, Inclusion, & Opportunity efforts are producing favorable results.

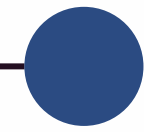
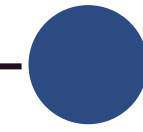
The work of the SBDCs is an example of a disproportionately positive impact on underserved populations, closing the gap in the number of small businesses owned by diverse populations!

The Equity Data Portal

In August of 2021, the Office of the CEIOO through partnership with several state agencies and Indiana's Management Performance Hub (MPH), released the State's first ever data portal that showed specific outcome measurements that our State leadership is tracking.



Equity Data Portal Measures



HEALTH

- Covid Deaths
- Covid Cases
- Infant Mortality
- SUIDs
- Prenatal Care
- Births
- Premature Births
- Prevalance of Diabetes
- Diabetes Mortality Rate
- Smoking Prevalence
- Hypertension Prevalance

PUBLIC SAFETY

- Arrests
- Re-Arrests
- Recidivism
- Prison Admissions
- Prison Releases
- Prison Population
- Length of Sentence
- Sentence Served

EDUCATION

- High School Graduation
- Education Attainment

WORKFORCE

- Unemployment Rate
- Unemployment Claims
- Median Household Income
- Workforce Ready Grants

SOCIAL SERVICES

- Children Entering Care
- Children in Care
- Health/Wellbeing
- Length of Time in Care
- Removal Rates



Open Up the Conversation

A MESSAGE FROM CHIEF OFFICER
HERRING

"While our work in these areas is informed by many resources in addition to the data presented here, we hope you will use this portal as a gateway to open up conversations regarding Indiana's opportunities to provide the tools necessary for all Hoosiers to experience their best quality of life. In order to get there, let's hold one another accountable. This is a great start."



Equity Data Portal



Health



Public Safety



Social Services



Education

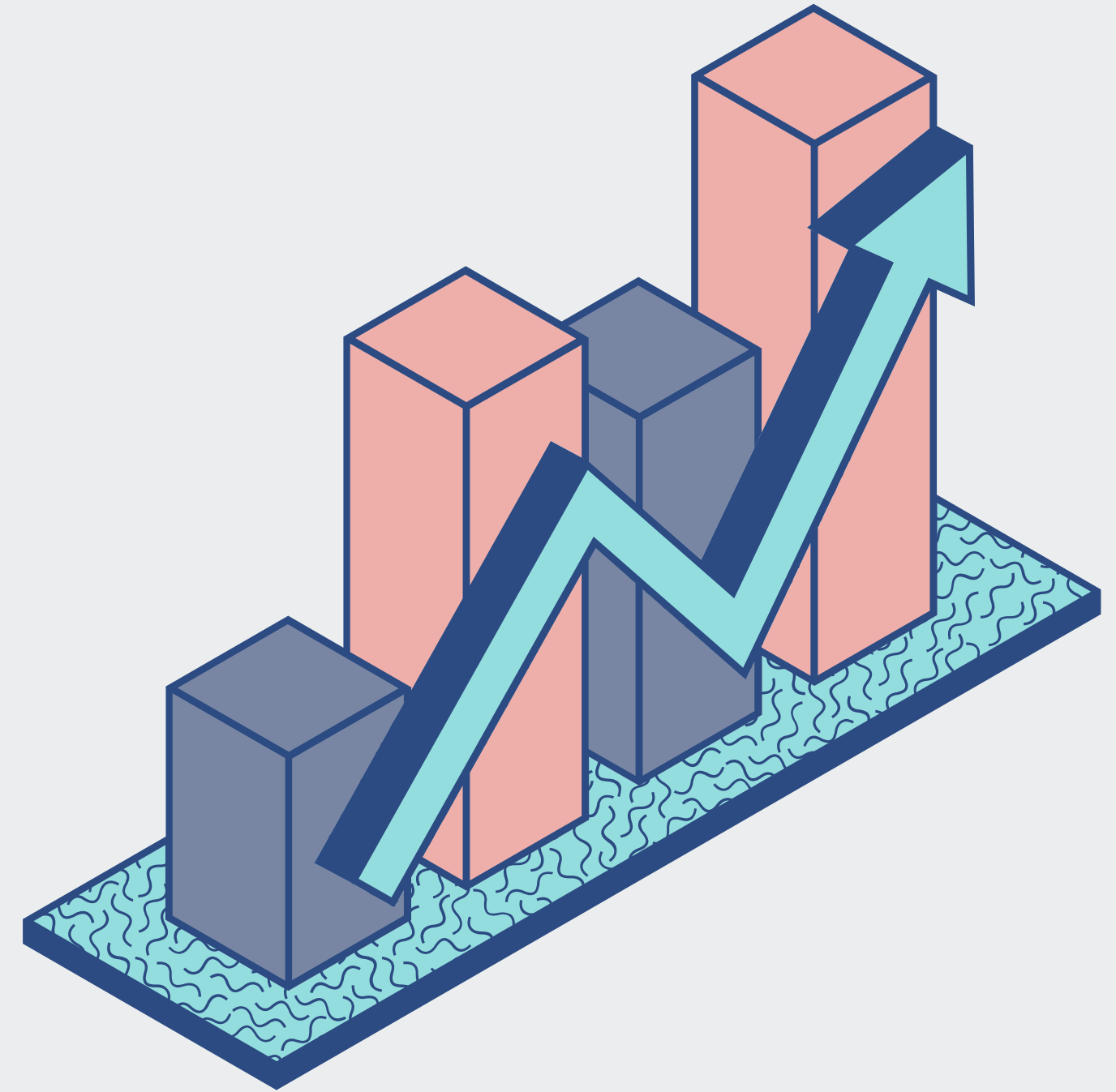


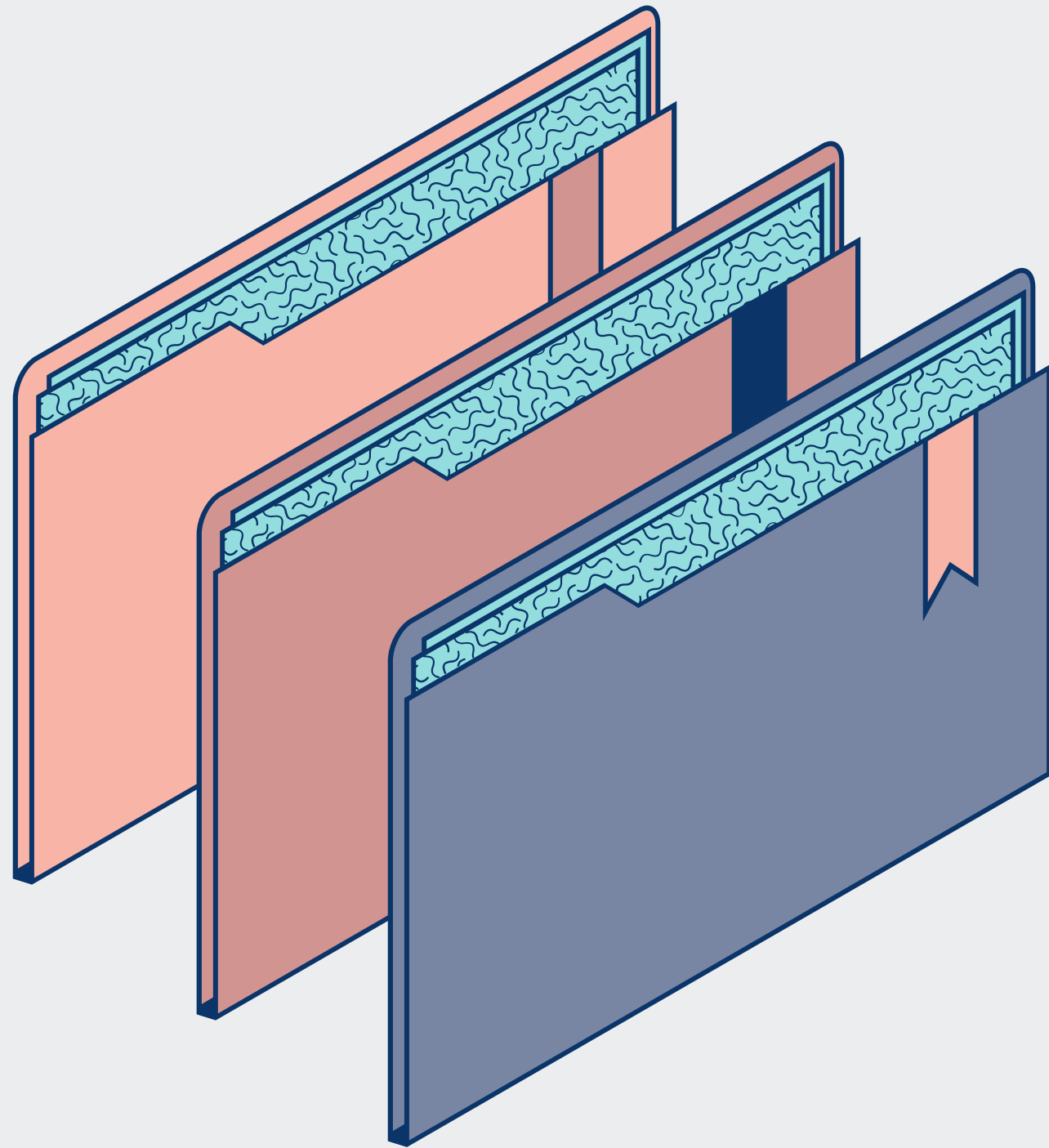
Workforce

Link to the Equity Data Portal..

IN.GOV/EQUITY/DATA-PORTAL/

**What other ways
are we using data
at the Office of
the CEIOO?**





Our Approach

KEY DATA RELATED FOCUSES FOR THE OFFICE OF THE CEIOO

- Setting aggressive objectives and specific results (OKR framework)
- Addressing the infrastructure (data governance)

Do you have any questions?

Send them! Feel free to reach out to me
at jofasoldt@gov.in.gov, or find any of us
on LinkedIn!

Thanks for having us. We hope you
learned something new.

