



ELEVATING INDIANA

KARRAH HERRING, J.D.
CHIEF EQUITY, INCLUSION & OPPORTUNITY OFFICER
OFFICE OF GOVERNOR ERIC J. HOLCOMB



Governor Eric J. Holcomb and
Indiana CEIOO, Karrah Herring

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.

OUR MISSION

To provide guidance and support to State of Indiana Agencies in order to normalize and operationalize equity, inclusion, and opportunity across all aspects of state workforce engagement and state services.



Office of the
**Chief
Equity
INclusion &
Opportunity
Officer**

- ✓ DATA -DRIVEN STRATEGY
- ✓ PARTNERSHIPS
- ✓ CIVILITY & INCLUSION



DATA-DRIVEN STRATEGY



P o v e r t y

A g e

G e o g r a p h i c
L o c a t i o n

G e n d e r



M e n t a l
H e a l t h

S o c i a l
V u l n e r a b i l i t y

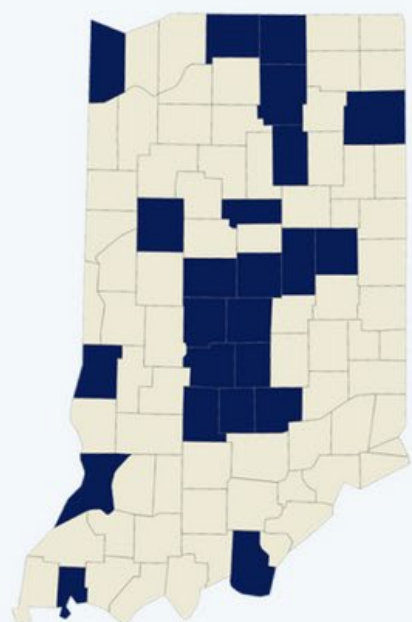
F a m i l y S t a t u s

R a c e / E t h n i c i t y

PARTNERSHIPS



COMMUNITIES REACHED



Counties

- Allen
- Bartholomew
- Boone
- Brown
- Delaware
- Elkhart
- Hamilton
- Harrison
- Hendricks
- Howard
- Johnson
- Knox
- Kosciusko
- Lake
- Madison
- Marion
- Monroe
- Morgan
- St. Joseph
- Tippecanoe
- Vanderburgh
- Vigo
- Wabash

Cities

- Alexandria
- Avon
- Carmel
- Corydon
- Columbus
- Clayton
- Evansville
- Fishers
- Fort Wayne
- Gary
- Goshen
- Greenwood
- Indianapolis
- Kokomo
- Lafayette
- Martinsville
- Merrillville
- Muncie
- Nashville
- Noblesville
- Plainfield
- South Bend
- Syracuse
- Terre Haute
- Vincennes
- Wabash
- West Lafayette
- Westfield
- Zionsville

GROWING LIST OF EXTERNAL PARTNERS





Civility & Inclusion



INCLUSION

CONSTRUCTIVE DISAGREEMENT

Care

Listening

GRACE

CIVILITY

k i n d n e s s

F A I R N E S S

Human Dignity

ETHICAL CONCERN

COMPASSION

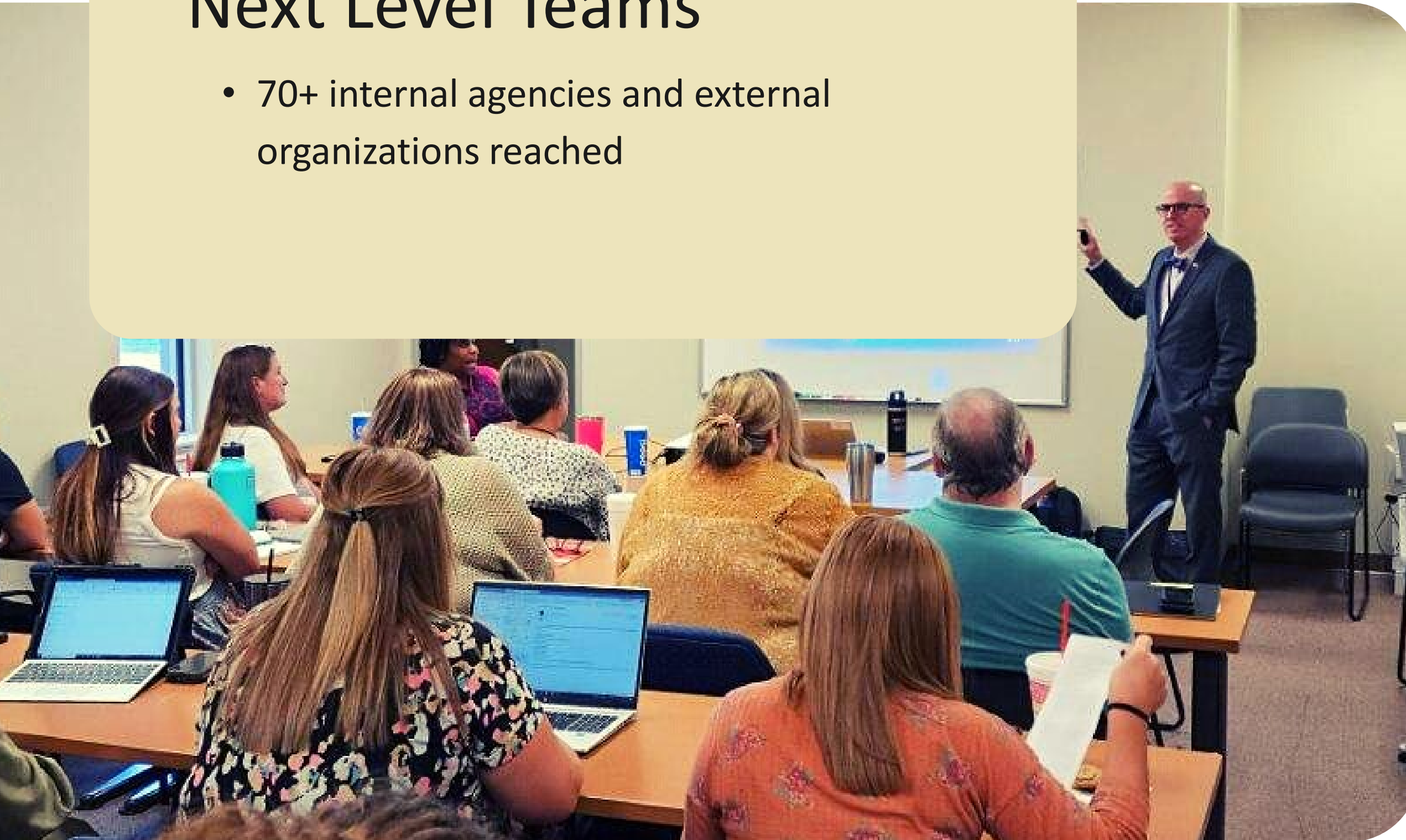


We are not here to change
BELIEFS

We are here to change
BEHAVIORS

Next Level Teams

- 70+ internal agencies and external organizations reached

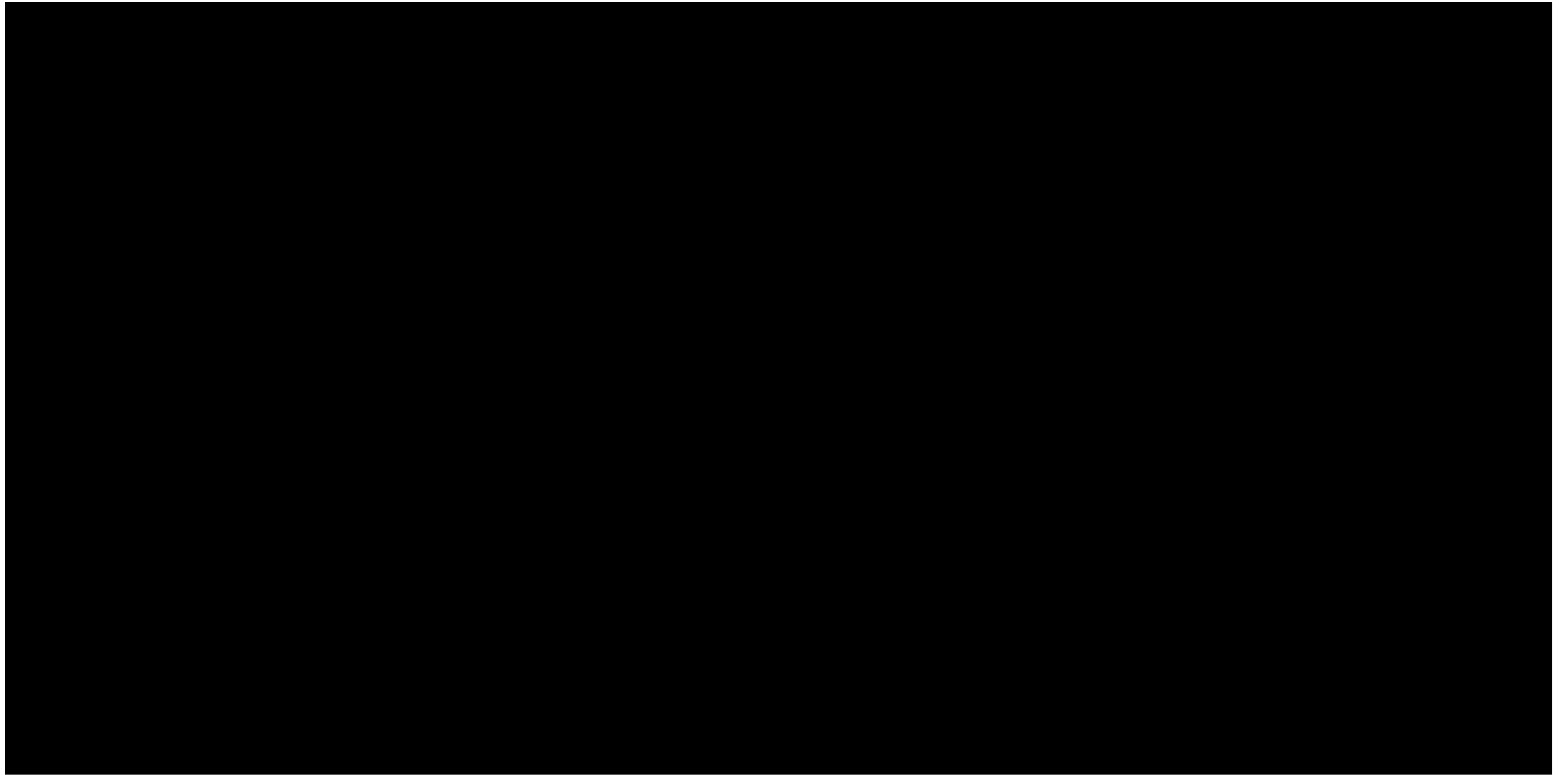


Pillars of Next Level Teams

- Civility
- Constructive Disagreement
- Compassionate Listening
- Championing a Culture of Inclusion
- To schedule visit:
 - <https://www.in.gov/equity/workforce-engagement/next-level-teams/>

+8k

Over 8000
participants



Be Curious Not Judgmental

Be Humble

- Practice self-awareness

Ask questions

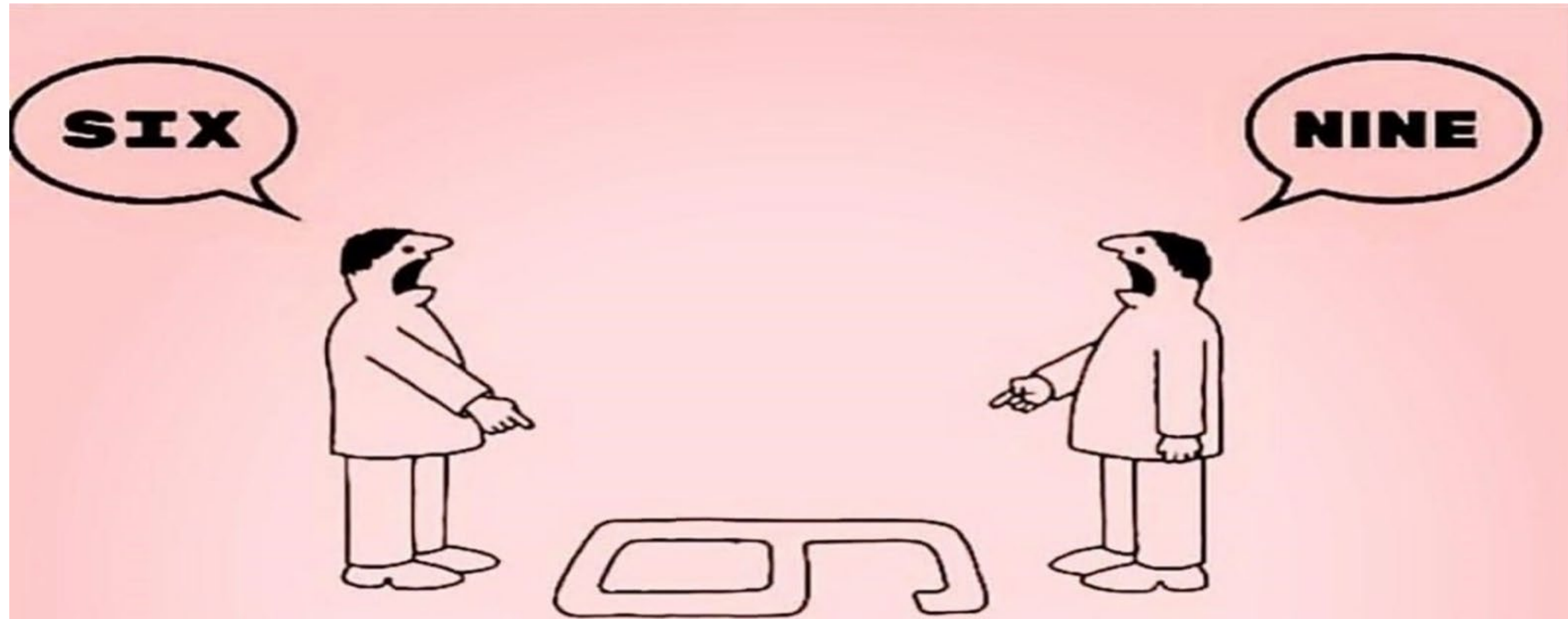
- What am I missing?
- What can I do to see things from their perspective?

Practice a Growth Mindset

- Take time to see other perspectives
- Consider the possibility of being wrong or misguided



Be Curious Not Judgmental



Just because you are right,
does not mean, I am wrong.
You just haven't seen life
from my side.



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