



Pathfinders: A Blueprint for Diversity, Equity, & Inclusion in Children's Services

Speakers:

- **John Soderberg**, he/him/his, Director of Communication and Marketing, MyPath
 - *Find me on LinkedIn*
- **Tenecia Waddell-Pyle**, she/her/hers, Director of Diversity, Equity, & Inclusion, MyPath
 - *Find me on LinkedIn & Twitter @tswaddell3*



With a history spanning over 20 years within MyPath, John started his career in 1998 as a Direct Service Provider (DSP) and held positions in admissions, health services, and human resources. John accepted the role of Director of Marketing & Admissions in 2023 having previously served as Business Development Director.



John holds a Bachelor's Degree in Psychology with a Minor in Gender Studies from Butler University along with having completed the Excellence in Marketing Certification through UW-Madison. In 2022, John was recognized by BizTimes as one of 2022's Notable LGBTQ Executives.

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A multi-award winning leader, Tenecia Waddell-Pyle currently serves as MyPath's Director of Diversity, Equity, and Inclusion (DEI). She has a 15-year career in Law enforcement and has served as a Crisis Center Director. Tenecia has been championing initiatives related to DEI since high school and has woven these practices into every position she has held.



She welcomes the challenge, reward, and fulfillment of using her professional and lived experiences to support the MyPath ecosystem with her continued career themes of innovation, education, service, and safety for others. Tenecia is a graduate of Indiana University-Purdue University Indianapolis (IUPUI).

MyPath: An Overview

Human services organization with 150+ program locations across WI and IN

100% Employee-Owned

Eight operating companies serving 2,000 children, adolescents and adults

Wide variability in program settings

2,000 Owners



Where Do You Start?



- Recognize every company's DEI journey is different
- Embed DEI in your existing values and beliefs
- Provide/Invest in a DEI budget
- Commit to DEI

Leadership Commitment

- Critical: Generate buy-in and genuine support from all levels of leadership
- DEI is not one person nor one department
- Create a written commitment
- Create a written policy
- Assess your current DEI climate



Tap into Natural Enthusiasm

- Define DEI
- Foster curiosity
- Create monthly awareness communications
- Create Employee Resource Groups (ERGs)
- Connect executives to ERGs as sponsors
- Create leadership opportunities



Infuse DEI into your DNA



**ELEVATE STAFF TO BE
INTERNAL “EXPERTS”**

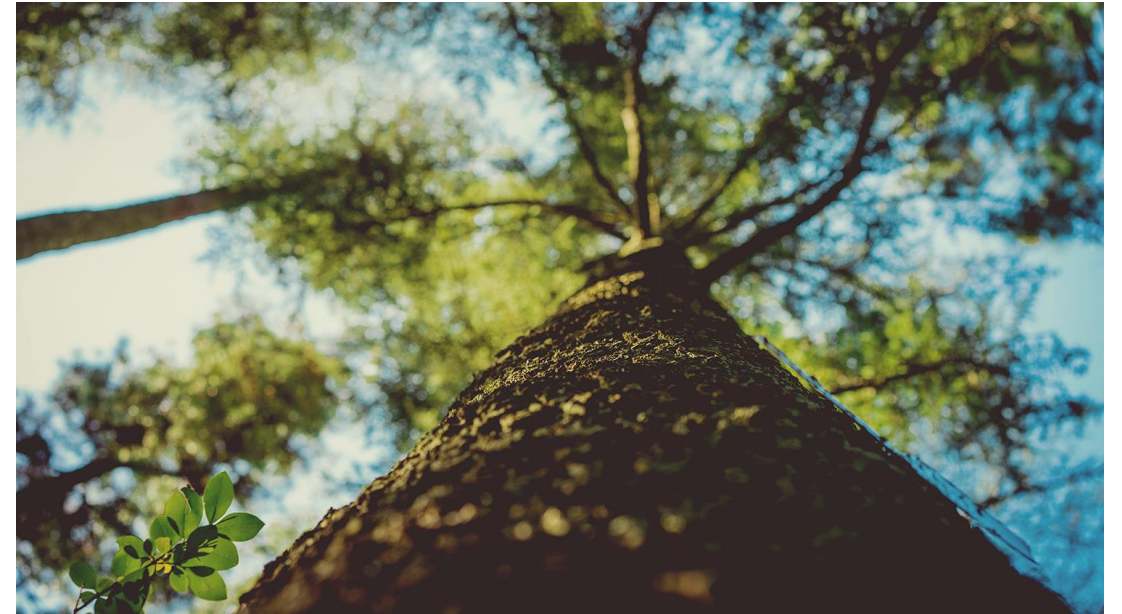


**ALLOW ERGS TO PROVIDE
INPUT IN IMPORTANT
COMPANY DECISIONS**



**ADVISE ON CORE
SERVICES, PUBLIC POLICY
ISSUES**

Be Comfortable with Being Uncomfortable!



Pathfinders: Owner Resource Groups



**Establish ORG
Week**



**Host Monthly
Meetings**



**Host Monthly
Podcast**



**Meet with
Pathfinders
Leaders
Monthly**



DEI Survey Fast Facts

MyPath Climate Assessment Summary

In early 2022, C Street was engaged by MyPath to conduct a climate assessment survey. The survey was designed to accurately measure MyPath Owners' sentiments regarding company leadership, organizational culture, and diversity, equity, & inclusion (DEI) programming.

Over 590 Owners participated in the survey—approximately 30% of MyPath's overall workforce. Using this survey data, C Street identified strengths, weakness, opportunities for growth, and potential challenges for MyPath.

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In the survey, C Street asked MyPath owners the questions on the following topics:



Key Insights

- Moral at MyPath is generally high thought there are areas for growth
- High Perceptions of Inclusion and Equitable treatment
- Employees are reluctant to report when they believe they have experienced discrimination
- Approximately 95% of respondents who noticed changes at MyPath noted that DEI has improved at MyPath since June 2021.

Recommendations

- Raise awareness of ERGs and their activities
- Alignment among HR and managers to enhance trust
- Continue resources and autonomy for DEI leadership

Questions?? Thank You!



We seek to foster an environment that reflects our diverse communities and a culture of equity and belonging where everyone feels seen, heard, valued, and empowered to succeed.

As 100% employed-owned, this starts with each of us.



mypathcompanies.com



