



Eric J. Holcomb
Governor

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Affirmative Action Plan – 2023 Goals

All Supervisors

- Attend the Supv/Mgr/HEC AAP presentation.
 - If attendance to live event is not possible, review recording by 7/31/23.
- Timely and [selective dispositioning](#) of candidates on every job posting.
- Complete the following LinkedIn Learning courses by 12/1/2023.
 - [Fair and Effective Interviewing for Diversity and Inclusion](#)
 - [Diversity Recruiting](#)

All Managers (in addition to the goals listed above)

- Require attendance to the Supv/Mgr/HEC AAP presentation. If attendance is not possible, require review of recording by 7/31/23. Monitor to completion.
- Identify at least one goal for each of your supervisors related to affirmative action and/or health equity best practices by 12/31/2023. Add to 2024 goal plans.

Senior Leadership (in addition the goals listed above)

- Promote and monitor EIO course completion within your teams.
- Incorporate HEC into e-staff meetings once per quarter, beginning in Q3.

Health Equity Council

- In partnership with INSPD EIO Director and IDOH HR Director, HEC leadership to identify further data analysis needs by 8/31/23.
- Identify agency training opportunities that could be led by HEC in 2023. Partner with IDOH HRD for coordination.

Human Resources

- Coordinate Supv/Mgr/HEC presentation of 2023 AAP and goals in July 2023.
- Identify, promote, and/or conduct at least 10 EIO learning opportunities in 2023.
- Resource Share: INSPD Hiring Toolkit and Diverse Job Posting Toolkit by 12/1/23.

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