



HENRY STREET
SETTLEMENT

PEOPLE STRATEGY

KEY

- Diversity, Equity, & Inclusion
- Health & Wellness
- Training & Development
- Recruitment & Retention
- Social Work & Integration

CAPACITY
BUILDING

ANALYSIS

ACTION

- Create a Disability Task Force
- Establish DICE Liaisons to integrate Henry Street programs across the agency
- Hire recruiting staff

- Hire Learning & Development Director
- Hire Safety Director

- Launch Asian American community liaison initiative

- Hire DEI resource
- Designate an onboarding coordinator

- Expand Social Work Liaison structure

- Conduct disability inventory

- Conduct DEI inventory

- Monitor impact of wage floor increase

JULY - DEC 2022

2023

2024

JAN - JULY 2025

- Launch Learn@Henry Street training and education
- Implement \$22 wage floor
- Hold disability awareness event

- Implement DEI training (ongoing)

- Design management development training
- Make wellness benefits more accessible & publish benefits brochure
- Revamp onboarding process

- Implement new Health & Wellness initiatives

- Develop career path structure and corresponding compensation philosophy

- Build career path for two job families

- Implement applicant tracking system