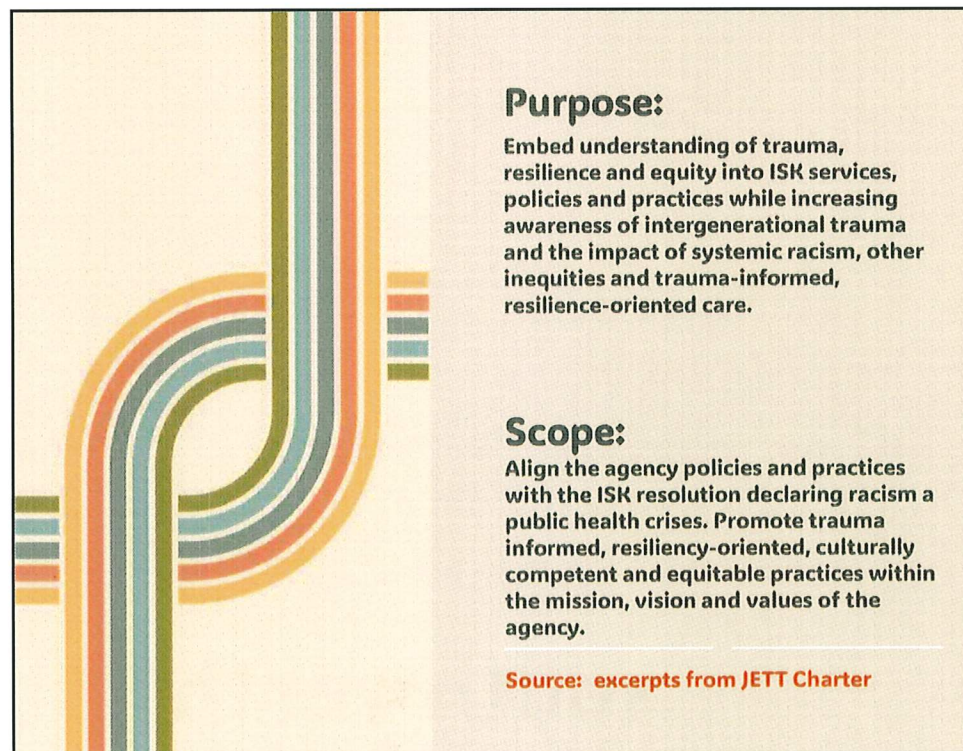


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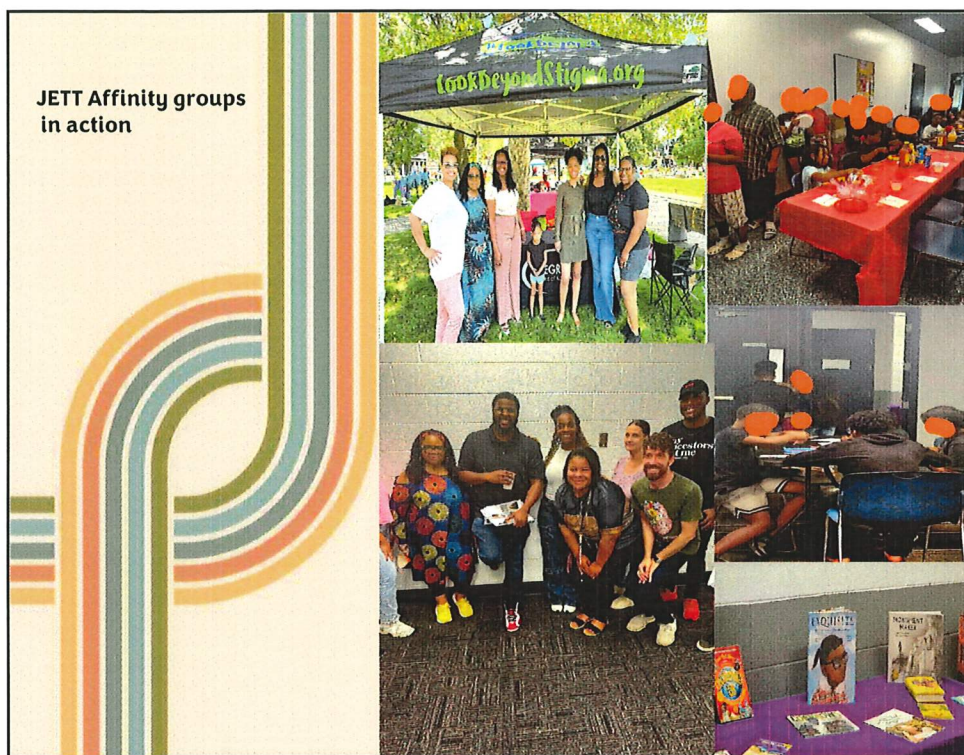
2

JETT Structure		
*Staff can participate in an affinity group without being a member of JETT		
JETT	Sub-Committees of JETT	*Affinity Groups of JETT
Consist of a membership of 25 ISK employees with a passion, interest and/or lived experience with the importance of Justice, Equity, Belonging and being a trauma informed agency	Communications	Black Talent Network
	Equity Review	CulturAlly
	Organizational wellness	Disability Advocates DAE
	Training	LGBTQ
	Trauma Informed	Unidos

3

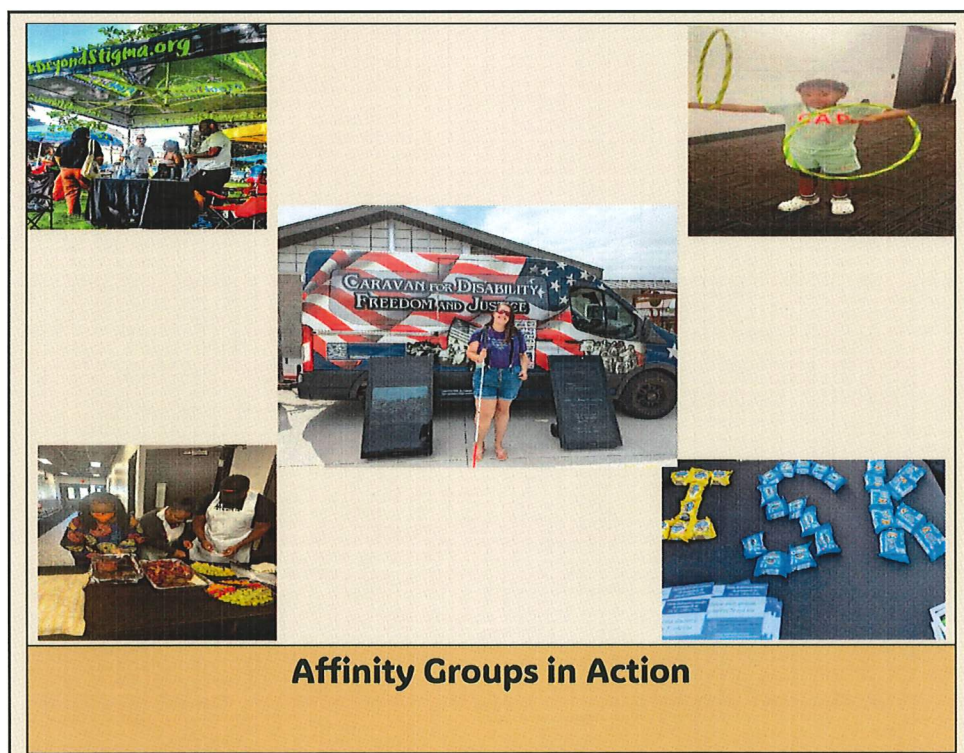
JETT Activities		
Affinity Group	Activity	Date
Black Talent Network _(BTN)	<ul style="list-style-type: none"> Juneteenth Black Arts Festival Breakfast with Mr. Toney Monthly meetings 	June 14 th , 2025 July 12, 2025 September 27, 2025
CulturAlly	<ul style="list-style-type: none"> Monthly meetings 	ongoing
Disability Advocates for Equity _(DAE)	<ul style="list-style-type: none"> Creating a “<i>lunch n learn</i>” opportunity for staff Monthly meetings 	ongoing
LGBTQ	<ul style="list-style-type: none"> Latinx Festival Pride Festival Monthly meetings 	August 17, 2025 June 7, 2025
Unidos	<ul style="list-style-type: none"> Monthly meetings 	ongoing

4



JETT Affinity groups
in action

5



Affinity Groups in Action

6

New Hire Orientation

Jett is involved in the NEW HIRE orientation for ISK. We recently were given more time to present, and we are excited about sharing in our organization's goals and objectives relative to Justice, Equity, and being trauma informed.

We received feedback from a couple of newer staff that indicated they were pleased with getting this information and having a conversation at the beginning of their employment with ISK. One individual stated, "I have never had this presented in an orientation, it made me feel really good about my decision to come to ISK".

We also have more JETT volunteers presenting at the orientation for this fiscal year which will allow us to display our diversity in the new hire orientations.



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Upcoming JETT Activities for 2026

The Trauma Informed sub-committee of JETT will be participating in a Michigan Fidelity Assistance Support Team (MI-FAST) review in February 2026.

The Trauma Informed subcommittee of JETT works to assure the services, policies and processes of ISK are aligned with a **trauma informed** lens.

More information to come.

We are busy planning for 2026, and all JETT Subcommittees are creating goals and objectives for the year to be included in the JETT workplan. In addition, we are reviewing the organization's strategic plan to assure the JETT plan aligns with the strategic plan.

8

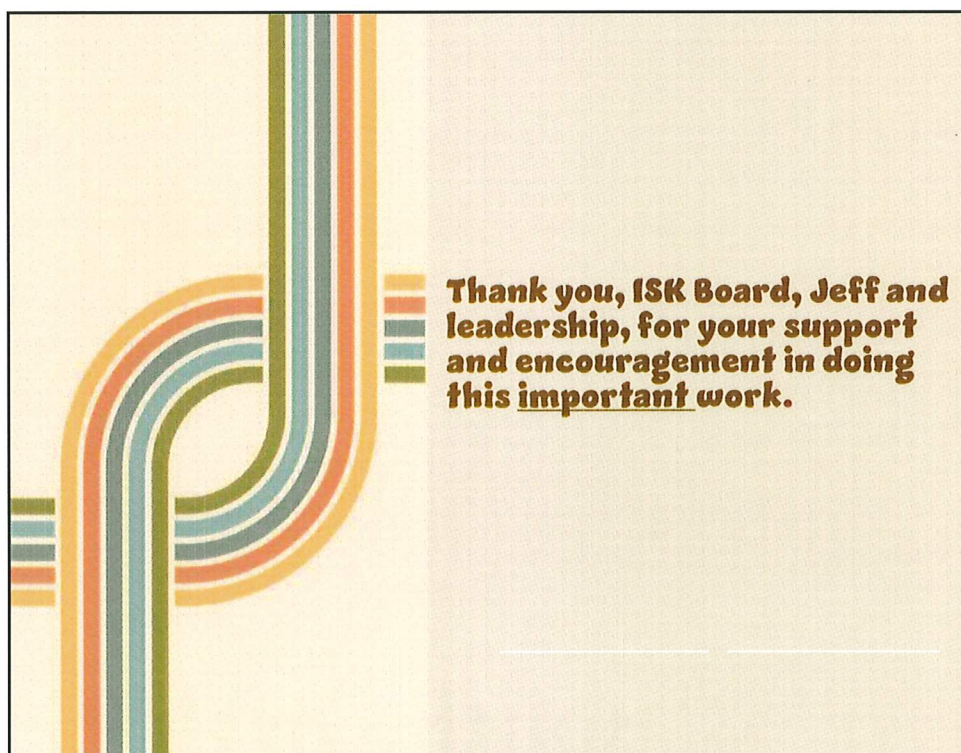
Upcoming JETT Activities for 2026

Our CEO Jeff Patton asked the JETT co-leads (Cheryl and Dusty) to make connections with individuals and organizations in Kalamazoo county that focus on Justice, Equity, and Trauma Informed efforts.

Diversity and Inclusive practices are still a part of ISK's mission and vision as well as other organizations in our community. The goal was to connect with like minded organizations to learn, share, grow and to create an opportunity to be a part of a collective response as we navigate very different times in our community.

We have met with team members from the Kalamazoo Community Foundation, Family and Children's Services, KVCC, Michigan Transformation Collective, City of Kalamazoo, Gryphon Place, W-Med, and Bronson. We continue to make connections, and we should be able to report in our next update further accomplishments with this goal to continue these values in our community through partnership.

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