



Diversity, Equity and Inclusion at Boys Town

We are committed to creating a culture of respect; attracting, developing and retaining diverse employees; and driving leadership accountability and ownership.

Serving Our Clients

Diversity has been a foundational part of “Who” and “What” Boys Town is since Father Flanagan began providing care for children in need, regardless of race, religion or ethnicity. Father Flanagan not only advocated for diversity and human rights, he also made them an inspirational part of Boys Town’s history and tradition. We will be aware of the diversity of our clients being served and operate with a culturally competent understanding and respect for their needs and cultures.

Highlights/Accomplishments

- » Equipped direct service staff with cultural awareness and sensitivity training appropriate to the populations served.
- » Developed culturally competent staff to support our diverse customer base.

Supporting Our Community

As part of our strategic reach, we support our communities through recruitment, education, information and advocacy to provide services that reflect the needs of a diverse group of children and families and the communities in which they live.

Community Outreach

Boys Town provides outreach and other strategies to heighten awareness of, increase participation in and access to treatment or prevention services to underserved and/or underrepresented populations.

Highlights/Accomplishments

- » Engaged in community programs and alliances such as CODE, Union Pacific’s Black Employee Network Volunteer Fair, Urban League of Nebraska’s Employer Participant Program, Nebraska Hispanic Chamber of Commerce (NHCC)-Nebraska Hispanic Leadership Diversity and Inclusion Conference (NHLDI), Empowerment Omaha Collaboratives and Initiatives (Pastors and Faith Leaders, Omaha 360, African American Leadership Conference).
- » Supported local and national community programs designed to improve opportunities for minorities and women, and identify business, civic and social organizations for collaboration.
- » Encouraged key members of management to serve on community relations boards and similar organizations to increase Boys Town’s visibility within diverse communities.
- » Participated in sessions with diverse leaders in the community to network and improve relations within the community through understanding and respect for cultural diversity.
- » Recognized four times by America’s Promise Alliance as a winner of the Alliance’s 100 Best Communities for Young People Award.
- » Translated into seven different languages and offered and delivered the Common Sense Parenting® program and it’s “heart and head” method of parenting locally, nationally and abroad.

Influencing Our Culture

The Talent Acquisition Team continues to apply diversity strategies in outreach efforts and processes. This includes diverse sourcing channels, diversity-specific interview questions and diverse hiring panels.



Leadership Commitment

Ongoing outreach by our President and Executive Director, Father Steven Boes, to ensure effectiveness and review internal structures that support and build upon Boys Town's legacy of inclusion.



"Can We Talk?" Series

Guided discussions led by our Diversity Manager, bringing and addressing the impact of social issues in the workplace.



Training & Development

Managers will be trained on diversity interviewing skills and cultural competence in leadership. We offer additional trainings for employees that include Civil Treatment, Unconscious Bias and more.



DEI Book Club

The Boys Town Executive Vice President and General Counsel hosts discussion-led Book Clubs featuring popular diversity and inclusion subjects.



Intranet Resources Page

This page includes an educational arsenal of resources, book recommendations, articles, videos and more on diversity, equity and inclusion topics.



Employee Resource Groups

Employee Resource Groups (ERGs) are important parts of an organization's diversity and inclusion strategy. ERGs are voluntary, employee-led groups that aim to foster a diverse, inclusive workplace aligned with the organizations they serve.



Ongoing Recruitment Outreach Efforts

The Talent Acquisition Team continues to apply diversity strategies in outreach efforts and processes. This includes diverse sourcing channels, diversity-specific interview questions and diverse hiring panels.



Youth Care & Health Care Workgroups

Both Youth Care and Health Care have Diversity Workgroups that address the individual needs of children, families and patients we serve; in addition, they have retention action plans to retain a vibrant, diverse workforce.

Impacting Our Workforce

We will apply proven best practices relating to retention, recruitment and succession planning as a means of achieving a diverse workforce.

- » Employee Resource Groups (ERGs) are a critical piece of our organization's diversity and inclusion strategy. These groups are voluntary, employee-led groups that aim to foster a diverse, inclusive workplace.
- » Membership in the Omaha Chamber Employer Coalition for CODE (Commitment to Opportunity, Diversity and Equity) which strives to help employers increase recruitment and retention of diverse talent and address disparities in the experience of diverse professionals.
- » DEI Speaker Series demonstrates organizational accountability and commitment to leadership development and an inclusive and equitable work environment through bringing awareness of workplace issues and providing support to employees.
- » Participation in external personal/professional development conferences that provide a positive experience that energizes professionals, celebrates many points of view and expands the networks — all with the goal of extending talents (e.g., Young Professionals Summit).
- » Participation in external leadership development conferences offering innovative and comprehensive leadership training for men and women at every level (e.g., ICAN, Institute for Career Advancement Needs, African American Leadership Conference).
- » Participation in the Urban League of Nebraska job fair and mock job interviews.
- » Hosting exhibitor booths at Women on a Mission for Change (WMC) and Nebraska Hispanic Chamber of Commerce.
- » Participation in the Latino Center of the Midlands job fair as a part of the Pathways to Success Program Career Fair through the Greater Omaha Chamber's annual Careerockit initiative.

DEI has been an essential focus since Father Flanagan founded Boys Town over 100 years ago. Continuing to build on this culture is not the result of just one program or one leadership team — it's all of us working together to create a culture and organization that respects diversity and views differences as strengths to be valued.