Getting the Best with Others

Encouraging Diversity, Equity, and Inclusion
What evidence presented you with the opportunity to act?

- Leadership’s commitment to diversity
  – Director
- Fair treatment of all applicants
- Equal access to opportunities
- Focus on innovation and creativity
What action did you take?

• Training staff at all levels on topics of diversity, equity, and inclusion, and unconscious bias, **Removing Bias from the Interview Process**
• Integrating diversity and inclusion strategies in recruitment, performance management, and assessment
• Assigning management with the responsibility for leading and sponsoring the diversity and inclusion program
What outcome do you hope to achieve?

- To be a successful diversity and inclusion from top-to-bottom business strategy and not just an HR program; D&I has moved to the Director’s Office
- Increase our diverse representation
  - From 10.5% to 15.6% diverse.
What measures are you using to quantify your results?

Surveyed staff with Qualtrics 53% response rate:
• Respondents appear to view issues of diversity and inclusion favorably
• More than 83% received D&I training
• Nearly 60% attended cultural event at DCBS
What barriers stood in the way of you taking the action?

• Employees who opposed diversity in the workplace, who usually rejected new ideas. It was important for the agency to handle the disapproval properly.
How well is it working?

- It is working well with staff attending external training recognizing when there is no diversity in the presentations.
- Management asking for advise on issues of diversity, such as the cake walk.
What’s next with this effort?

- On June 28, the anniversary of Stonewall Riot, we announced our new Gender Policy.
- Continue to collaborate with the Governor’s Office of DE&I, CHRO and Workday team to develop ways to track all applicants through the different stages of the application process (where in the process we lose underrepresented applicants)
What resources and support can you offer to other agencies?

- Online training: Removing Bias from the Interview Process
- D&I: Beyond Tolerance
- Intranet resources
- D&I Council documentation
- Diversity Corner in staff newsletter
Questions and discussion