



## DOC: “3 in 6” Inclusion & Diversity actions (Version 1.0) (1/2) – Goals

### 1. A more diverse workforce.

Establishing a corrections team made up of staff who come from varied backgrounds and offer diverse perspectives can help us to:

- Boost innovation and creative problem solving
- Improve collaboration and productivity
- Broaden and enhance staff engagement
- Reduce staff turnover

A workforce that more closely reflects the cultural diversity of the offender population can help us to:

- Improve communication between staff and offenders/clients
- Provide relatable role models for offenders/clients
- Enhance safety in facilities through better collaboration
- Reduce risk and recidivism through stronger staff-offender connections

### 2. A more inclusive and welcoming workplace.

Cultivating a culture of inclusion helps us to:

- Create a more positive, healthier and safer professional environment where people want to work
- Increase retention of quality staff, especially those from marginalized groups
- Reduce incidents of discrimination, harassment and retaliation, as well as associated lawsuits, thereby saving taxpayer dollars and improving the department’s reputation<sup>2</sup>





## DOC: “3 in 6” Inclusion & Diversity actions (Version 1.0) (2/2) – Process

### 1. Executive team engagement and planning.

- *Description:* Facilitated Discussion with Executive Leadership - As our first step, the DOC utilized Andi Moss, of “The Moss Group”, to facilitate two separate 90-minute in-depth discussions via Zoom with the Executive team.
- *Desired impact:* Department leadership believes we need to be able to talk openly about where we are, where we are headed and how to get there. A discussion utilizing a professional facilitator helps to educate and inform department leaders and to identify growth areas. We aim to level-set the entire executive team, so that we are all on the same page with the same goals moving forward.
- *First step:* Facilitated discussion of inclusion, diversity and equity led by Andi Moss of The Moss Group (who specializes in corrections as well as diversity and inclusion) in two 90-minute in-depth Zoom sessions with the executive team, on 9-21-20 and 9-28-20.
- *Next steps:* More executive team discussions and workshops.

### 2. Intentional and targeted staff recruitment.

- *Description:* Intentional recruiting of diversity within Corrections
- *Desired impact:* Department leaders understand that growth and success depend on a more diverse workforce.
- *First step:* Creation of a full-time position for a recruiter focused on staff diversity and inclusion.
- *Next steps:* Hire and train the recruiter.

### 3. Staff inclusion team.

- *Description:* Create a more inclusive and welcoming workplace.
- *Desired impact:* The department aims to ensure every new employee feels welcomed, accepted and included when joining the corrections team. Most of our prisons are located in predominantly white, rural areas, with the majority of facility staff reflecting local demographics. New staff from underrepresented minority groups can find starting a new job within this setting particularly challenging.
- *First step:* Continue our efforts to create a workplace focused on the principles of The Corrections Way, and expand those efforts more intentionally into inclusion, diversity and equity.
- *Next steps:* Establish a team of diverse DOC employees to develop strategies for making *all* new employees — including those from underrepresented groups (in regard to race, ethnicity, nationality, gender, gender identity, sexual orientation, religion, etc.) — feel like a welcome and included part of the team.

