



## Economic Development: “3 in 6” Inclusion & Diversity actions (Version 1.0)

### 1. Leadership Statement & Commitment

- *Description: During recent Monday all-staff call, Director Dixon made a statement committing DED to taking action to improve inclusion and diversity at the Department, reiterating the importance of I&D for our staff, customers and stakeholders.*
- *Desired impact: Inform and motivate staff to self-commit to I&D, as well as understand its importance to our mission and our plan to take steps to improve the outlook of I&D at DED.*
- *Current status: Completed 10/5/20*
- *Next steps: Continue to regularly update staff regarding steps taken to solidify DED’s commitment to I&D. Use weekly all-staff calls as a platform to educate and share this information.*

### 2. Launch of Inclusion & Diversity Employee Survey

- *Description: DED launched an anonymous inclusion and diversity survey to all staff.*
- *Desired impact: Gauge the current pulse for how employees perceive existing I&D efforts at DED; solicit interest in serving on a new DED I&D employee group; gather ideas for how to improve I&D at DED*
- *Current status: Launched 10/2/20 – employee responses due 10/14/20*
- *Next steps: Dive into survey results to understand our starting baseline regarding I&D; discuss feasibility and implementation of employee suggestions, and take action accordingly.*

### 3. Formation of new DED Inclusion & Diversity Employee Team

- *Description: DED solicited employee volunteers to serve on a new I&D employee team, both in a participatory and leadership capacity.*
- *Desired impact: Create employee group comprised of passionate individuals at multiple levels with varying backgrounds to brainstorm and lead DED I&D events, initiatives, and discussions.*
- *Current status: As of 10/15/20, 18 individuals expressed interest in joining the team, with six expressing a desire to lead.*
- *Next steps: Work with senior leadership to vet employee interest and determine participants in the team; establish leaders, goals, and potential upcoming events and initiatives.*

