



DPS: “3 in 6” Inclusion & Diversity actions (Version 1.0)

1. Dashboard Demographics

- *Description: Implement or revise publically available workforce Dashboard for demographics.*
- *Desired impact: Increased awareness of our diversity and work to improve inclusiveness.*
- *Current status: Division awareness of diversity is varied. A Dashboard will offer consistency. Planned start date is Dec. 1.*
- *Next steps: Each division will maintain basic workforce demographics on a Dashboard, updated on a monthly basis. A template will be developed by the Director’s Office HR Manager.*

2. Training

- *Description: Establish or continue Inclusion and Diversity training for all team members.*
- *Desired impact: Ensure a culture of inclusion and Diversity is established.*
- *Current status: Divisions are aware of the need to require Inclusion and Diversity training, but are in varied stages of the process. Planned start date for those divisions not currently engaged in this training is Dec. 1.*
- *Next steps: Identify training opportunities; require Diversity and Inclusion and Implicit Bias training for all selection panel members prior to participating in interviews; and require annual Diversity and Inclusion training for all supervisors and managers.*

1. Recruitment and Retention

- *Description: Establish a culture of Inclusion and Diversity.*
- *Desired impact: Retain and expand inclusiveness in the workplace. Expand recruiting efforts with an emphasis on a diverse candidate pool and maintain a culturally inclusive work environment.*
- *Current status: Divisions have implemented various strategies.*
- *Next steps: Implement monthly activities to recognize employees of various ethnicity and backgrounds.*

