



Governor's Office: "3 in 6" Inclusion & Diversity actions (DRAFT)

- 1. Communicate importance of Inclusion & Diversity to state government workforce**
 - *Description: Statewide, all workforce communication; communication will showcase early successes from department "3 in 6" actions*
 - *Desired impact: Establish priority and raise awareness of importance of Inclusion & Diversity to state government, highlight its contribution to the success of every team, and inspire teams to action*
 - *Next steps: Identify "3 in 6" success stories; draft message for Governor Parson and finalize timing; potential as theme for Governor Parson's End of Year or New Year's workforce message*

- 2. Establish Inclusion & Diversity speaker series**
 - *Description: In partnership with the Office of Administration and other departments, support a quarterly speaker series on topics related to Inclusion & Diversity. These would be modeled after the success of last February's Black History Month Celebration featuring keynote address by Deron Cherry*
 - *Desired impact: Reinforce importance of Inclusion & Diversity as expectation*
 - *Next steps: Identify plan for February 2021 Black History Month celebration and keynote speaker (most likely a virtual event in 2021)*

- 3. Launch Governor's Office Senior Staff mentorship effort**
 - *Description: Each member of the Governor's Office Senior Staff provide informal mentorship to emerging leaders identified by departments; potential for 2 mentees per Senior Staff member to start with "coffee" or informal virtual conversations once a month*
 - *Desired impact: Accelerate the professional development of emerging leaders and help them expand their networks*
 - *Next steps: Departments identify potential candidates*

