



Diversity, Inclusion, Culture, Equity

Organization, Personnel & Technology Committee

May 14, 2019

Item 6a

“DICE”

Succession Planning does not succeed without a Culture of Diversity, Inclusion and Equity...

Diversity

Inclusion

Culture

Equity

Diversity

- Diversity is the numbers; putting people into the room
- Facilitates and directly impacts EEO

Inclusion

- What we do with the people once they are in the room
- How diversity feels

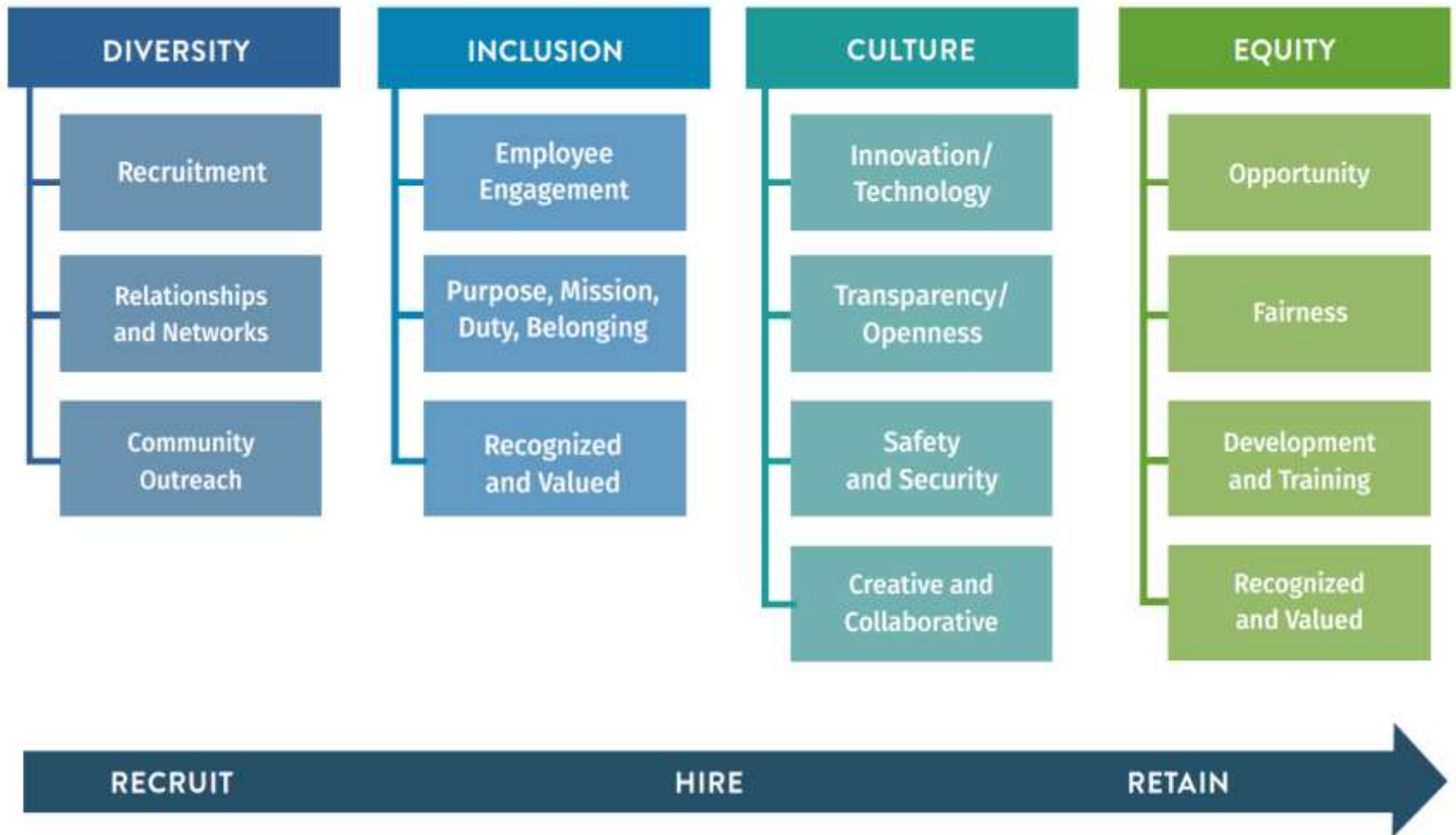
Culture

- Engaging employees at all levels; creating a shared language
- Culturally competent workforce
- Environment where Diversity, Inclusion and Equality are who we are

Equity

- Fairness, Dignity, Access
- Levels the playing field
- Increases participation and contributions of all

“DICE”



DIVERSITY

Recruitment

Relationships
and Networks

Community
Outreach

- Compliance driven
- Branding
- Development of Partnerships: WINTER, US VETS, etc.
- Strategic outreach, e.g., Arizona
- Leveraging Employee Resource Groups



- Employee Resource Group Activities
 - Diversity Celebrations
 - WAM Mentor Program
- CPR = Courtesy, Professionalism, Respect
- Employee Recognition Programs

CULTURE

Innovation/
Technology

Transparency/
Openness

Safety
and Security

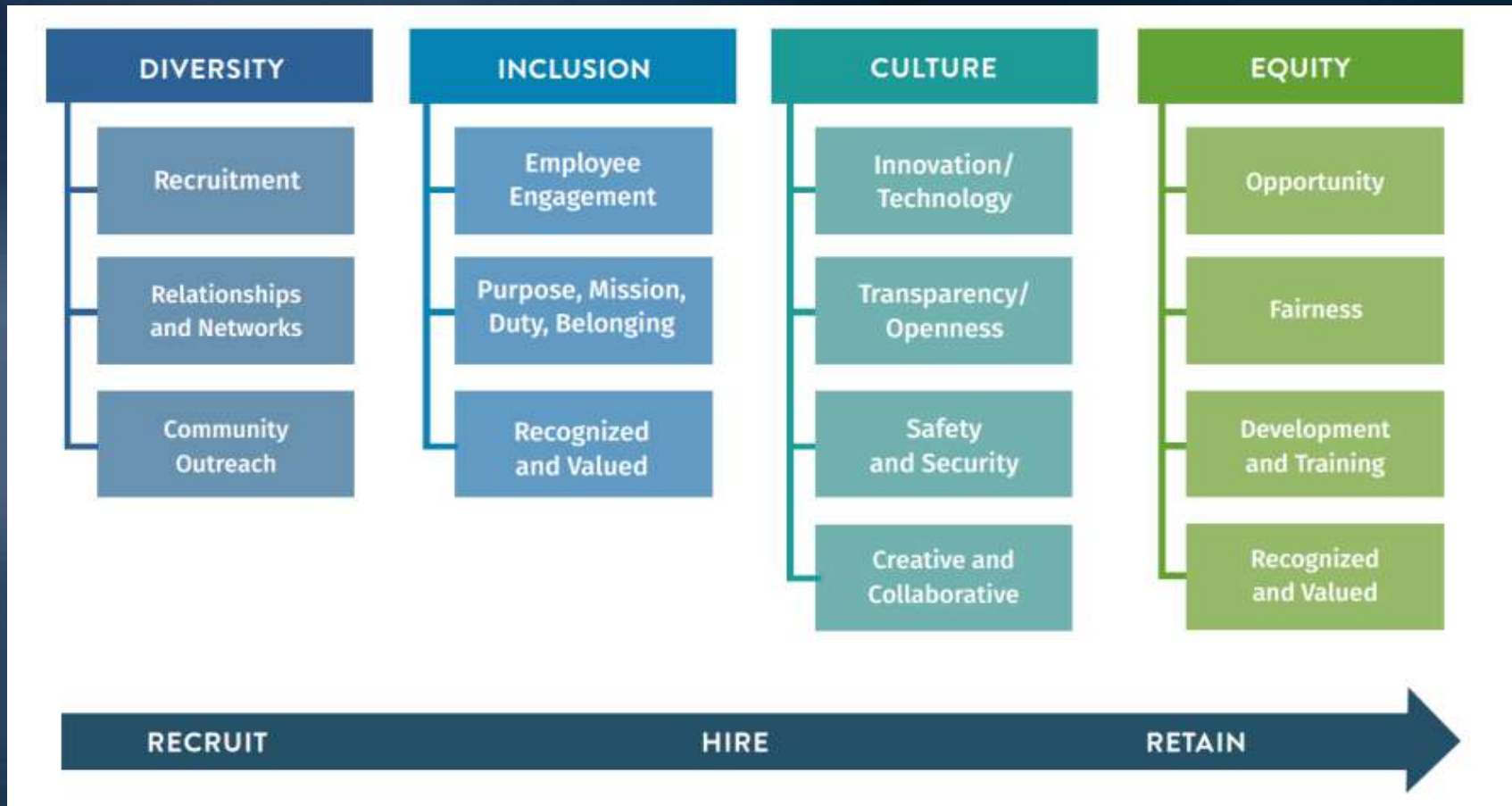
Creative and
Collaborative

- Consistent Messaging
- Management Training
- Retention Programs
- Relationship Building
- Avenues for Feedback



- Resources and processes to deal with issues
- Training
- Management Academy
- Apprentice & Student Internship Programs

“DICE”



Future Agenda Item

- JUNE:

- *Semi-Annual Report on Equal Employment Opportunity and Affirmative Action*

