

2020 Diversity, Equity and Inclusion Committee

Work Plan

After reviewing the survey responses from the Committee, the following work was chosen to be the focus of the DEI Committee in the upcoming year. The numbers in parenthesis show the top five weight adjusted priorities chosen by the Committee overall.

Independent work of Diversity, Equity and Inclusion Committee (DEI):

- (#1) Advance Multilingual Services: Translation services for all public material/signage
 - interpreters for committee hearings.
- (#4) Develop a DEI Speaker Series.
- Partner with groups that train/certify employees in topics such as:
 - DEI,
 - interpretive services, and
 - socially conscious first-aid.
- Perform Regular Building Outreach
 - Periodic emails with DEI related story or fact
 - an updated intranet page for employee resources/support.
- Invite organizations and people to present at DEI meetings.

Work with the Legislative Equity Office (LEO)

- (#3) Employee Climate Survey
 - Assess current level of diversity awareness/identify gaps.
- Diversity related training.

Work with Employee Services

- (#2) New hire onboarding.
- (#5) Interviewing (including interview panel training and using diversity lenses for questions/analysis).

Moving into 2020, the DEI Committee will begin employing work groups in order to achieve these goals by performing work between meetings and using meeting time to update the rest of the committee on progress towards the goal. It will become an expectation for committee members to serve on one or multiple of these work groups. Among the first tasks for these work groups will be to flesh out each goal and propose next steps and a timeline.