



July 2021

# Enterprise Diversity, Equity and Inclusion Efforts and Progress 2018 - 2021

*OFM State Human Resources, in partnership with many others*

OFM

OFFICE OF FINANCIAL MANAGEMENT



## WHAT IS STATE HR?

- **State HR has four sections:**

- Labor Relations and Compensation Policy
- Rules and Appeals
- Enterprise Classification and Analytics
- Workforce Strategies

# IDENTIFYING CONNECTION POINTS IN THIS WORK

The Department of Enterprise Services,  
Results Washington,  
The Equity Office,  
The Statewide DEI Council,  
The Statewide Business Resource Groups  
*Your agencies and institutions*

# DIVERSITY, EQUITY AND INCLUSION INNOVATIONS TEAM

- **Strives to reduce data gaps and disparate experiences for state employees**
  - Complaints and Investigations efforts
  - Data collection improvements
  - Addressing accessibility and accommodations
  - Reducing bias in hiring practices
- **Provides strategy guidance in support of underrepresented groups within the state workforce**
- **Compliance and responsibility for several executive orders, directives and memos\***



*\* Executive orders 21-01, 19-01, 13-02, 12-02, Gov. Directive 16-11, State HR Directives 20-02 and 20-03, and the Governor's April 2018 Memo on Respect and Inclusion*

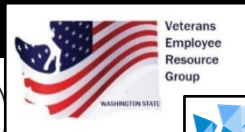
## DEI TEAM - CONTINUED

- **Staffs the Statewide DEI Council**
- **Plans and supports the Public Service Recognition Week Awards and Event**
  - In partnership with the Secretary of State's Office
- **Natural connection point for ICSEW**
- **Supports the Statewide Business Resource Groups**
  - Veterans Employee Resource Group (VERG)
  - Rainbow Alliance and Inclusion Network (RAIN)
  - Latino Leadership Network (LLN)
  - Washington Immigrant Network (WIN)
  - Disability Inclusion Network (DIN)
  - Blacks United in Leadership and Diversity (BUILD)

# Washington State Employee Business Resource Groups

BRGs promote a more inclusive and respectful workplace, as they:

- Serve as a collective voice around shared interests or concerns
- Provide senior leadership with advice, guidance, and recommendations on workplace practices
- Support the development of equitable policies, procedures, and initiatives affecting Washingtonians
- Foster communities of practice





# THE GROUND WE'VE COVERED



Diversity, equity and inclusion efforts from 2018 to 2020



# EQUITY AND INCLUSION: OUR STATEWIDE DIRECTION

Photo credit: Erin Cahill, taken at the DEI Summit, 2020



# OUR STATEWIDE DIRECTION

In complement to the DEI memo committees and since 2018, there have been many other efforts to support and promote DEI in the state workforce

**See Bill History** for complete details on the bill

As of Wednesday, April 8, 2020 10:10 AM

<b>Current Version:</b> 2nd Substitute - 2SHB 1888	<b>Current Status:</b> C 106 L 20
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**Where is it in the process?**

	Introduced	In Committee	On Floor Calendar	Passed Chamber
In the House:	●	●	●	●
In the Senate:	●	●	●	●
After Passage:	●	●	●	●

Passed Legislature   On Governor's   Governor Acted   Session Law

STATE OF WASHINGTON  
OFFICE OF FINANCIAL MANAGEMENT  
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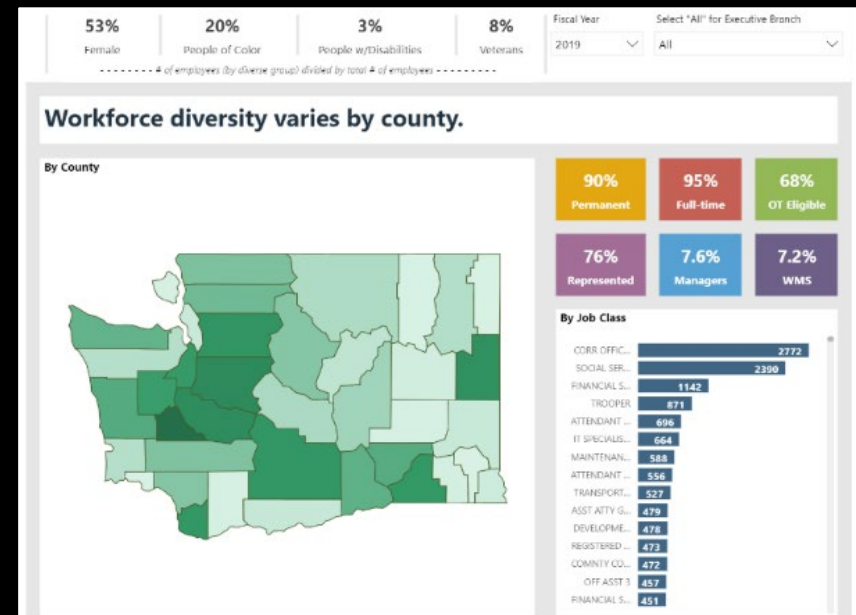
STATE HUMAN RESOURCES  
HR DIRECTIVE 20-02  
Effective: January 20, 2020

Authorized: 

WHO: All state agencies and higher education institutions  
WHAT: The directive requires state organizations to develop or update their workforce diversity plans

# IMPROVEMENTS TO WORKFORCE DIVERSITY DATA

- HR Management Leader Briefing Report Dashboard
- Statewide Engagement Survey
- Statewide Exit Survey
- Modern Work Environment Dashboard
- Labor Negotiations Dashboard



# CURRENT LANDSCAPE: SUMMER 2021

We—OFM and your agencies—have done a tremendous amount of work in the last three years.

- Data improvements
- Training development
- Policy writing and updating
- Establishing or renewing diversity plans
- Creating shared language

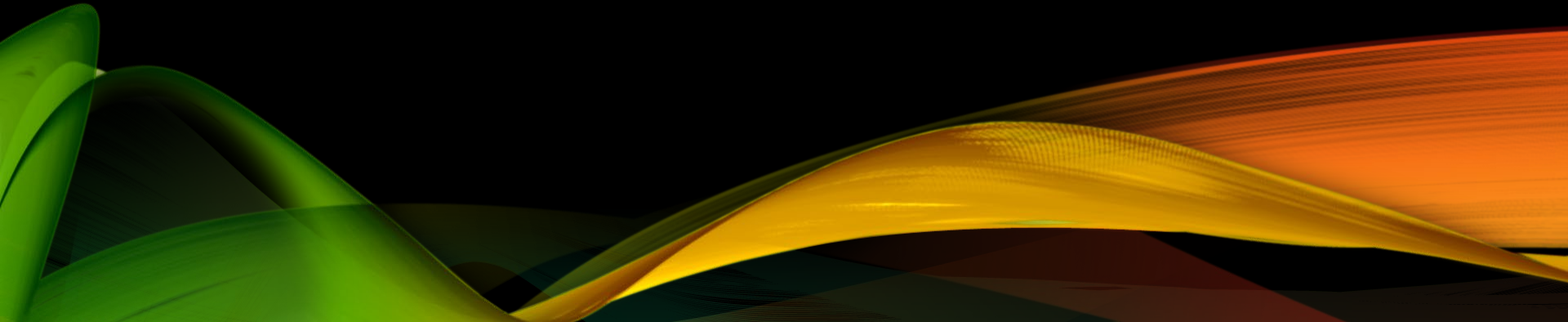
# WHERE WE'RE HEADING: 2021 AND BEYOND

1. Requiring DEI training for all state employees
2. Including DEI competencies into position descriptions for many or all state employees
3. Centralizing reporting of complaints and investigation outcomes with demographics attached
4. Advancing DEI language and practices within CBAs
5. Addressing pay equity
6. Painting a clearer picture of the employee life cycle through data to improve the experience of all state workers

“ I FIRMLY BELIEVE WASHINGTON WILL BE AN ANTI-RACIST STATE, AND I WILL BE TAKING ACTIONS THAT HOLD OUR STATE TO THAT COMMITMENT. WE NEED OUR POLICIES AND BUDGET TO REFLECT OUR DEDICATION TOWARD DISRUPTING THE HARMFUL SYSTEMIC CYCLE OF RACISM AND INEQUITY.

”

– Gov. Inslee, Press conference, December 14<sup>th</sup>, 2020





# Thank you!

**For any additional questions:**

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