

The Future is Local

Advancing DEIB Through Outcomes



Agenda

- Why ECG Started Our DEIB Journey
- What We Set out to Achieve
- Our Work to Date
- Where we are Headed: Unity
- How to Evolve the Work Successfully
- Q&A

Our Initial “Why” for DEIB

- Enhanced service and connection to the whole community
- Ensure a welcoming workplace for all
- Build skills for employees to be more effective and happier at work
- Improve performance to achieve our mission
- Maximize the contributions and value of all our employees





Dispelling Myths

DEI at ECG will not:

- Exclude anyone - everyone is needed at ECG for this work
- Seek to change anyone's values
- Lower or change standards
- Desire to replace you with someone different
- Seek to make anyone feel bad about who they are or diminish anyone's value as an ECG employee

Benefits to Employees

- Have a voice in determining the vision and future of ECG
- Tools to help everyone do their jobs better – especially as people work across lines of difference
- Enhanced employee experience
- Increased community connection and engagement
- Everyone engaged and inspired everyday

3 Strategic Focus Areas

Workforce



Eagle County employees reflect the full diversity of the community it serves.

Workplace



Environment where all employees feel they can bring their full selves to work each day.

Community



Inclusive connection to the Eagle County community, promoting equity and creating positive impact.

ECG Work to Date...



Our Positioning



EAGLE COUNTY



EAGLE COUNTY

DIVERSITY

Variety of abilities, skills, experiences and cultural backgrounds of all stakeholders that make us similar and different from one another.

EQUITY

Establish and execute organizational commitment to policies and practices that promote fair opportunities and outcomes for all.

INCLUSION

Broaden perspective so individuals and organizations value and leverage differences and similarities between us.

BELONGING

The feeling of being included, seen, heard, understood and valued.

UNITY

Everyone working for each other's success producing greater results.

Some ECG Results to Date

- Inclusive Culture Assessment (will reassess in 2025):
 - 79% response rate
 - 71% overall favorability
 - Culture re-assessment in 2025 to benchmark progress
- Inclusion Awareness Education for Leaders and Staff:
 - 85% of staff attended education; 70% reported applying inclusive behaviors and communication back on the job 3 months after education completion which improved their leadership and overall job performance at work
 - Overall, participants reported performance improvement in the area of DEI of 5%. This equates to an average return on investment of 525% indicating for each \$1 invested, the County receives \$5.25 back in hard and soft dollars.
 - Advanced education to build cultural competence for all staff in 2025

Moving Forward...

Connect to Unity

Ways to Evolve

- Change the nomenclature - lose the terms (DEIB); not the work
- Positive, outcome driven language and approach
- Align and integrate the work with vision, mission, values, and strategy
- Create a holistic value proposition
- Reorder KPIs and reset the mindset about people, specifically:
 - Move from counting heads to making all heads count;
 - Move from seeing groups to seeing individuals; and
 - Move from serving groups to serving individuals
- Everyone in; no one left out
- Vast ownership and empowerment
- Don't weaponize; move from gotcha to goodwill!

THANK YOU!

Contact us for more information...

Chris Georgas

COO

chris.georgas@tkgconsults.com

312-274-9000

kgdiversity.com