

# Diversity Equity Inclusion



Don Davis, County Manager (he/him)

Demetrius Parker, Talent Management Manager (he/him)

Marika Sitz, DEI Manager (she/her/ella)



**Don Davis**  
County  
Manager



**Demetrius Parker**  
Talent Management  
Manager



**Marika Sitz**  
Diversity Equity Inclusion  
Manager



Today

# DEI Introduction & Overview

## Jeffco's Path

Taking the next step



# Equitable

*noun > verb*

Systems' freedom from bias or favoritism; fairness or justice in the way people are treated

# Diversity

*noun*

The presence of difference (e.g. mind, body, culture)

# Justice

*noun > verb*

*Cultivating systems that promote fairness, and creating opportunities for diverse groups of people to thrive together*

# Inclusion

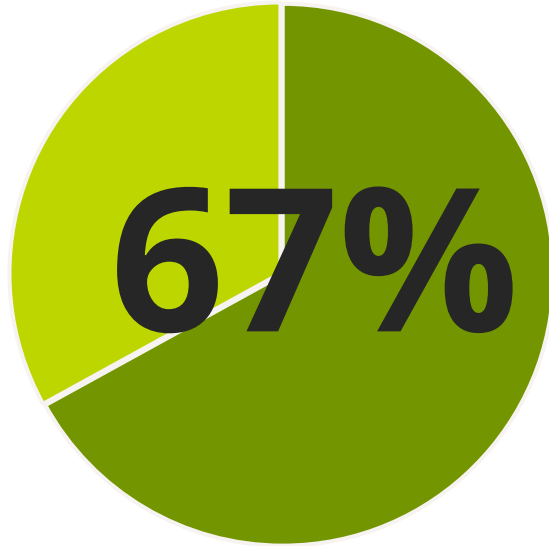
*verb*

The act of valuing differences and their contributions

**CULTURE**  
**EATS**  
**STRATEGY**  
**FOR BREAKFAST**

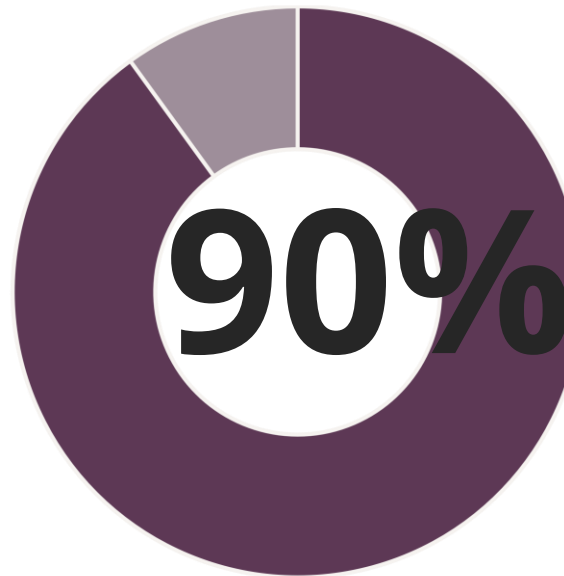
# How does DEI Benefit JeffCo?

## Recruitment:



of job seekers consider workplace diversity an important factor when considering employment opportunities (Glassdoor)

## Retention:



of workers said they are more likely to stay at a company that takes and acts on feedback (Achievers)

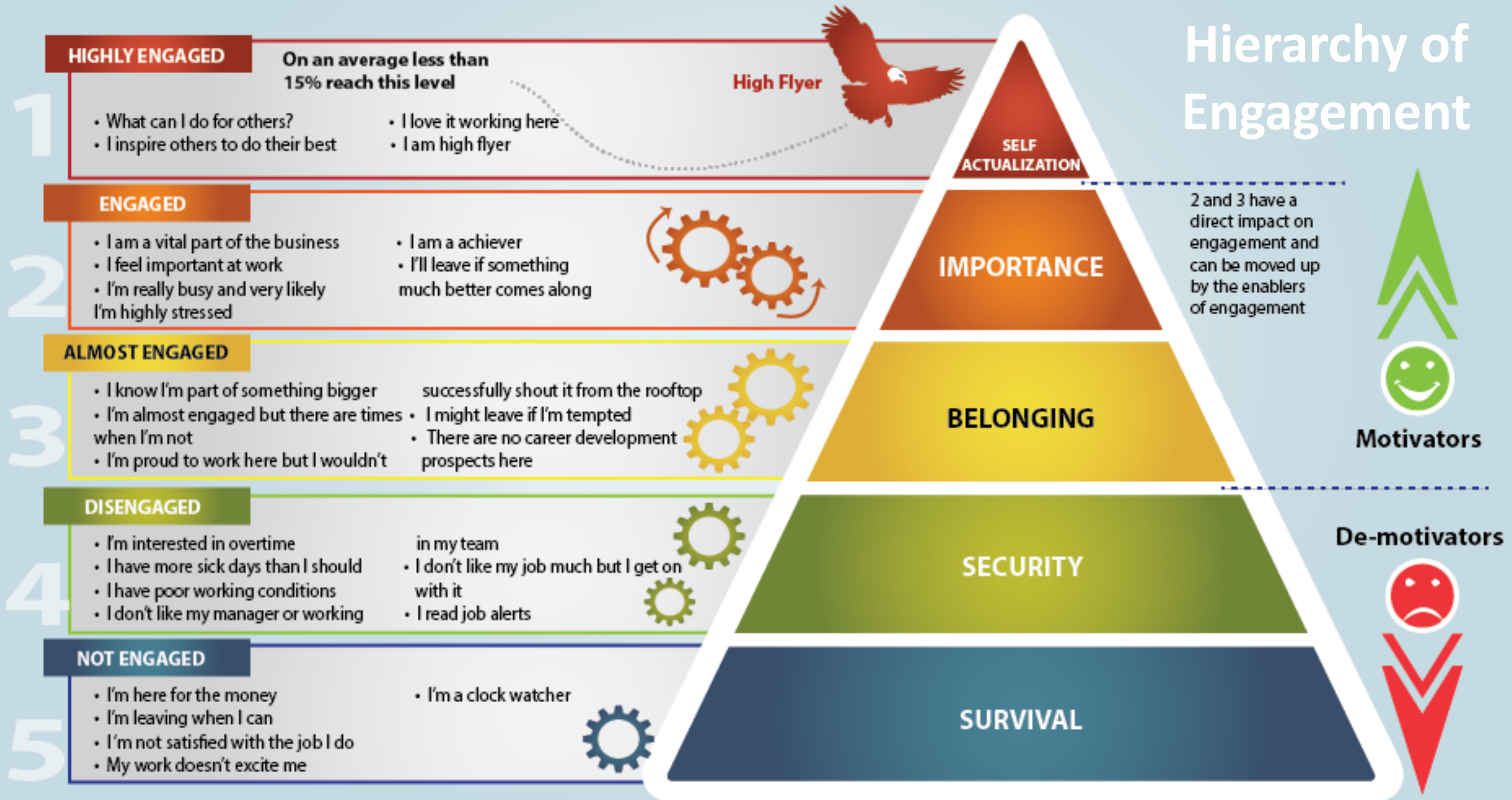
## Performance:



inclusive teams improve team performance 30% in high diversity environments (Gartner)



# Hierarchy of Engagement



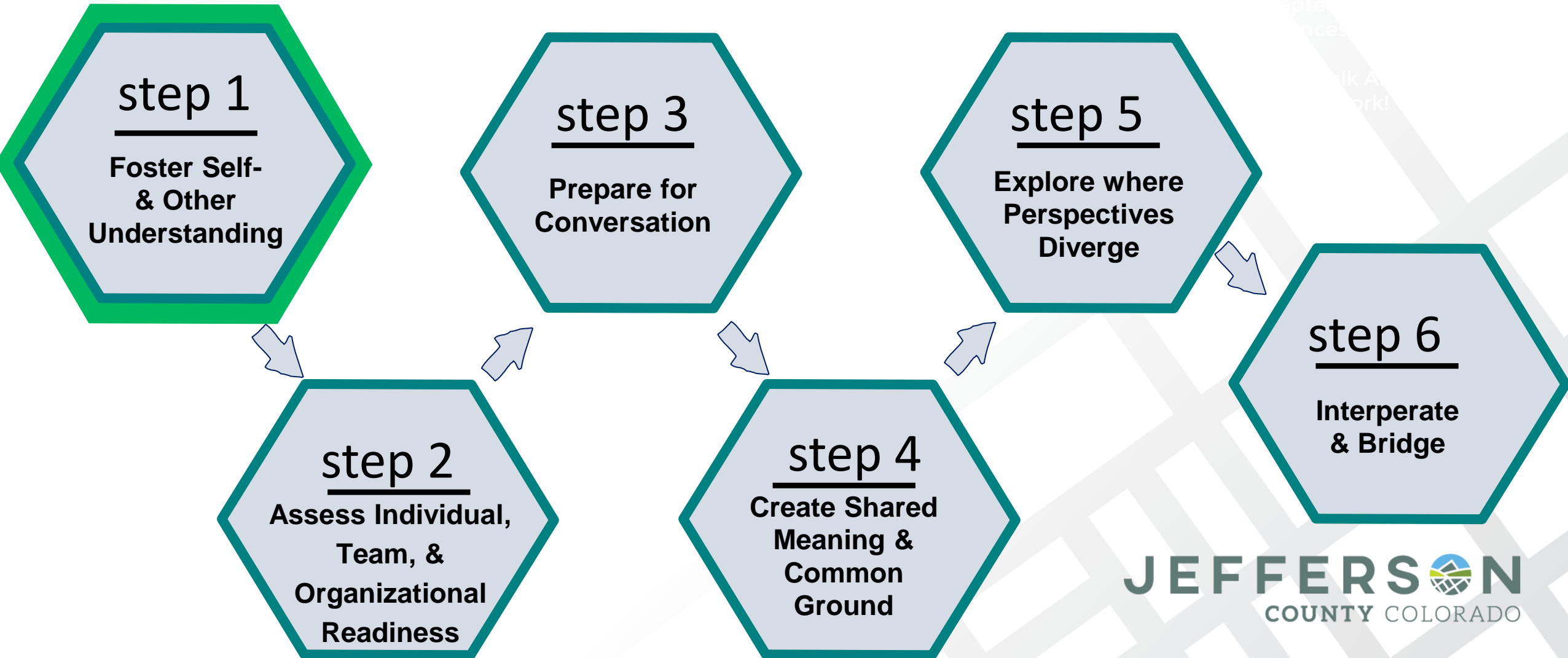


# LAYING THE FOUNDATION



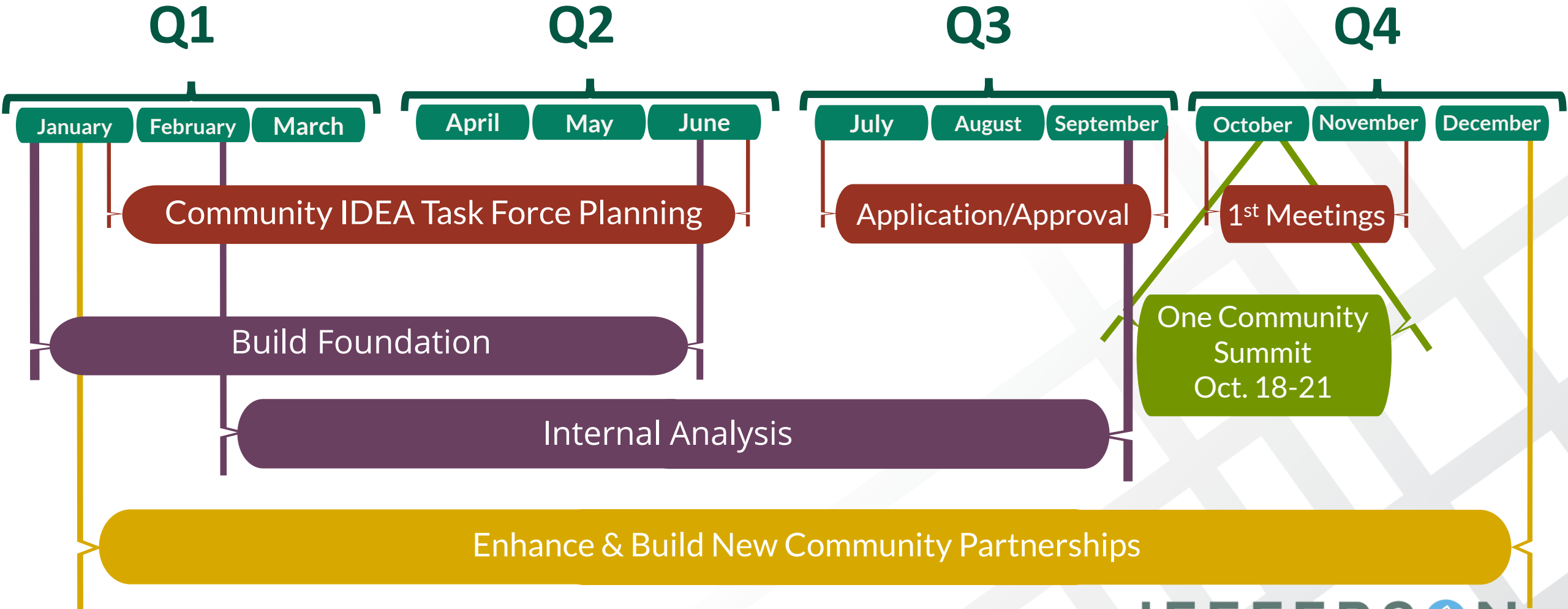
# Model for Bold Inclusive Conversations\*

How to talk about race, religion, politics and other polarizing topics.



# 2021

## Where are we going?



# DEI Process





# Bringing DEI into Focuses

- Organizational DEI Presence
- DEI Strategy
- Policy & Procedure
- DEI Funding
- Learning & Development (L&D)
- Recruitment, Retention, Advancement
- Community Engagement & Voice
- Racial Equity
- Department Specific (*Optional*)



# DEI Continuum

is a guide for institutions to measure current status, growth opportunities, and strategic planning goals to be equitable across all practices.

## DEI Continuum

represents milestones of Diversity Equity and Inclusion (DEI) within an organization. It has been adapted to your organization.

## DEI Continuum

is a growth model: it is designed to show different stages in DEI development. This can be adapted to fit department, division, or program as needed.

Topic/Rating	IDK	stage 1	stage 2	stage 3	stage 4	stage 5
Organizational DEI Presence	I don't know	Diversity Equity Inclusion (DEI) not included in: <ul style="list-style-type: none"> <li>mission</li> <li>vision</li> <li>norms</li> <li>values</li> <li>practices</li> </ul>	DEI established as part of: <ul style="list-style-type: none"> <li>mission</li> <li>vision</li> <li>norms</li> <li>values</li> <li>practices</li> </ul>	Formal DEI informed programming developed to support inclusion in: <ul style="list-style-type: none"> <li>mission</li> <li>vision</li> <li>norms</li> <li>values</li> <li>practices</li> </ul>	Established internal DEI expert(s) that consult with departments & offices regarding: <ul style="list-style-type: none"> <li>mission</li> <li>vision</li> <li>norms</li> <li>values</li> <li>practices</li> </ul>	Established internal DEI expert(s) that collaborate & consult across the organization regarding: <ul style="list-style-type: none"> <li>mission</li> <li>vision</li> <li>norms</li> <li>values</li> <li>practices</li> </ul>
DEI Strategy	I don't know	No Diversity Equity Inclusion (DEI) strategy identified	DEI strategy has been informally developed with some actions in progress	Identified DEI strategic plan has been formally adopted and integrated into the cultural competencies of the organization	Organization life identifies future DEI projected goals, outcomes, accountability process, & measurements	Agency life reflects equity within the leadership, decision making process, & employee pay/benefits
Policy & Procedure	I don't know	No policies or procedures that support Equal Employment Opportunity (EEO) compliance	EEO compliance is the only Diversity Equity Inclusion (DEI) policies & procedures throughout the organization	Targeted DEI strategies, diverse stakeholders, & policies guide used in some: <ul style="list-style-type: none"> <li>agency business models</li> <li>policies &amp; procedures</li> </ul>	Established DEI outcomes & evaluation Targeted DEI strategies, diverse stakeholders, & policy guides are integrated & used in all: <ul style="list-style-type: none"> <li>agency business models</li> <li>policies &amp; procedures</li> </ul>	Established continuous planned DEI evaluations & updates Targeted DEI strategies, diverse stakeholders, policy guides are integrated & used in all: <ul style="list-style-type: none"> <li>agency business models</li> <li>policies &amp; procedures</li> </ul>
DEI Funding	I don't know	No funding for Diversity Equity Inclusion (DEI) or cultural projects/activities	Funding to support DEI/cultural projects; not budget line specific	Budget allocation specific to DEI/cultural work & established department with self-owned budget	Full budget department allocation for service area & development of future budget growth	DEI service area is fully funded & provides fees for services income (external)



Topic/Rating	IDK	stage 1	stage 2	stage 3	stage 4	stage 5
<b>Learning &amp; Development (L&amp;D)</b>	I don't know	Diversity Equity Inclusion (DEI) /cultural L&D not offered & not expected	DEI/cultural L&D offered, not required	<ul style="list-style-type: none"> <li>DEI/cultural L&amp;D required</li> <li>developed &amp; sustainable L&amp;D team</li> </ul>	DEI/cultural L&D required: <ul style="list-style-type: none"> <li>optional advanced learning</li> <li>established L&amp;D team</li> </ul>	DEI/cultural L&D required: <ul style="list-style-type: none"> <li>additional advanced learning, with high engagement</li> <li>established L&amp;D team</li> </ul>
<b>Recruitment, Retention, Advancement</b>	I don't know	No strategies that support Equal Employment Opportunity (EEO) compliance in <ul style="list-style-type: none"> <li>recruitment</li> <li>retention</li> <li>advancement</li> </ul>	EEO compliance is the only strategy for: <ul style="list-style-type: none"> <li>recruitment</li> <li>retention</li> <li>advancement</li> </ul>	Use of targeted Diversity Equity Inclusion (DEI): <ul style="list-style-type: none"> <li>recruitment strategies</li> <li>retention strategies</li> <li>advancement strategies</li> </ul>	Use of targeted DEI: <ul style="list-style-type: none"> <li>recruitment strategies</li> <li>retention strategies</li> <li>advancement strategies</li> <li>established outcomes &amp; evaluation</li> </ul>	Use of targeted DEI: <ul style="list-style-type: none"> <li>recruitment strategies</li> <li>retention strategies</li> <li>advancement strategies</li> <li>continuous planned evaluations &amp; updates</li> </ul>
<b>Community Engagement &amp; Voice</b>	I don't know	No JeffCo community voice present	Existing but optional: <ul style="list-style-type: none"> <li>community voice in decision making</li> <li>culture responsiveness &amp; language accessibility</li> </ul>	Integration & use of: <ul style="list-style-type: none"> <li>community voice in decision making</li> <li>cultural responsiveness &amp; language accessibility</li> </ul>	Integration & use of: <ul style="list-style-type: none"> <li>community voice in decision making</li> <li>cultural responsiveness &amp; language accessibility</li> <li>establish outcomes &amp; evaluation</li> </ul>	Integration & use of: <ul style="list-style-type: none"> <li>community voice in decision making</li> <li>cultural responsiveness &amp; language accessibility</li> <li>strategies undergo continuous planned evaluations &amp; updates</li> </ul>
<b>Racial Equity</b>	I don't know	No racial equity tools used in decision making processes	Racial equity tools used in some decision-making processes, optional	Racial equity tools integrated & used in all decision-making processes	Formation of racial equity team Racial equity tools are integrated & used in: <ul style="list-style-type: none"> <li>decision-making processes</li> <li>limited existence of outcomes &amp; evaluation</li> </ul>	Established racial equity team Racial Equity tools are integrated & used in: <ul style="list-style-type: none"> <li>decision making processes</li> <li>established planned continuous outcomes, evaluations &amp; updates</li> </ul>

“the journey of  
a thousand  
miles begins  
with a single  
step.”

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Lao Tzu



# Where are you?

## Activity

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Organizational DEI Presence	I don't know	Diversity Equity Inclusion (DEI) not included in: <ul style="list-style-type: none"><li>• mission</li><li>• vision</li><li>• norms</li><li>• values</li><li>• practices</li></ul>	DEI established as part of: <ul style="list-style-type: none"><li>• mission</li><li>• vision</li><li>• norms</li><li>• values</li><li>• practices</li></ul>	Formal DEI informed programming developed to support inclusion in: <ul style="list-style-type: none"><li>• mission</li><li>• vision</li><li>• norms</li><li>• values</li><li>• practices</li></ul>	Established internal DEI expert(s) that consult with departments & offices regarding: <ul style="list-style-type: none"><li>• mission</li><li>• vision</li><li>• norms</li><li>• values</li><li>• practices</li></ul>	Established internal DEI expert(s) that collaborate & consult across the organization regarding: <ul style="list-style-type: none"><li>• mission</li><li>• vision</li><li>• norms</li><li>• values</li><li>• practices</li></ul>

# What is your next step?



Save the  
Date!

# One Community Summit

Online & Free

October 18-21  
2021



# Questions & Discussion



**Don Davis**  
County  
Manager



**Demetrius Parker**  
Talent Management  
Manager



**Marika Sitz**  
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