

Diversity, Equity, and Inclusion Strategic Plan Update

Legislative/Human Resources Committee

January 11, 2022

Agenda

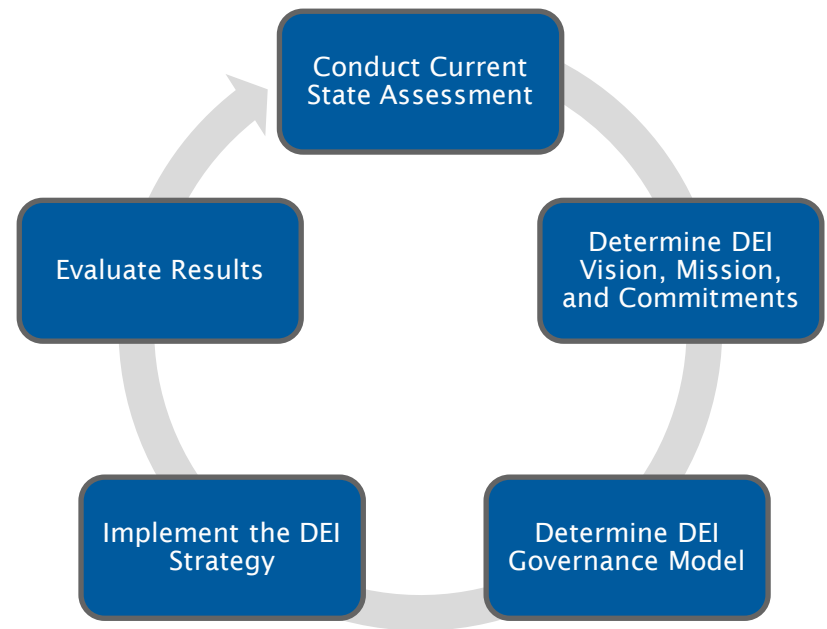


- Overview of the Strategic Plan process
- Review process elements
- Next steps
- Committee feedback

DEI Strategic Plan Process



The DEI Strategic Plan has been developed using a five-stage approach.



Current State Assessment



The Strategic Plan considers six data sources for the current state assessment.

- EBMUD Demographics
- Board Resolutions
- Winters Group Cultural Audit
- Focus Groups
- Women in the Trades Environmental Scan
- Gender Expression and Identity Initiative

DEI Vision, Mission, and Commitments



DEI Vision

Our workforce reflects the diversity of the communities that we serve, all employees, contractors, and customers are valued, included, and have a voice in our long-term success, and a person's identity does not determine their outcomes or successes.

DEI Mission

Cultivate Diversity, Advance Equity, and Work Inclusively

Strategic Pillars

Leadership
Commitment

Workforce
Diversity

Inclusive
Culture

Supplier
Diversity

Environmental
Justice and
Social
Responsibility

DEI Strategic Pillars



Five pillars frame the goals, objectives, and actions

- 11 goals
- 36 objectives
- 114 actions (in the next 2 years)

Leadership
Commitment

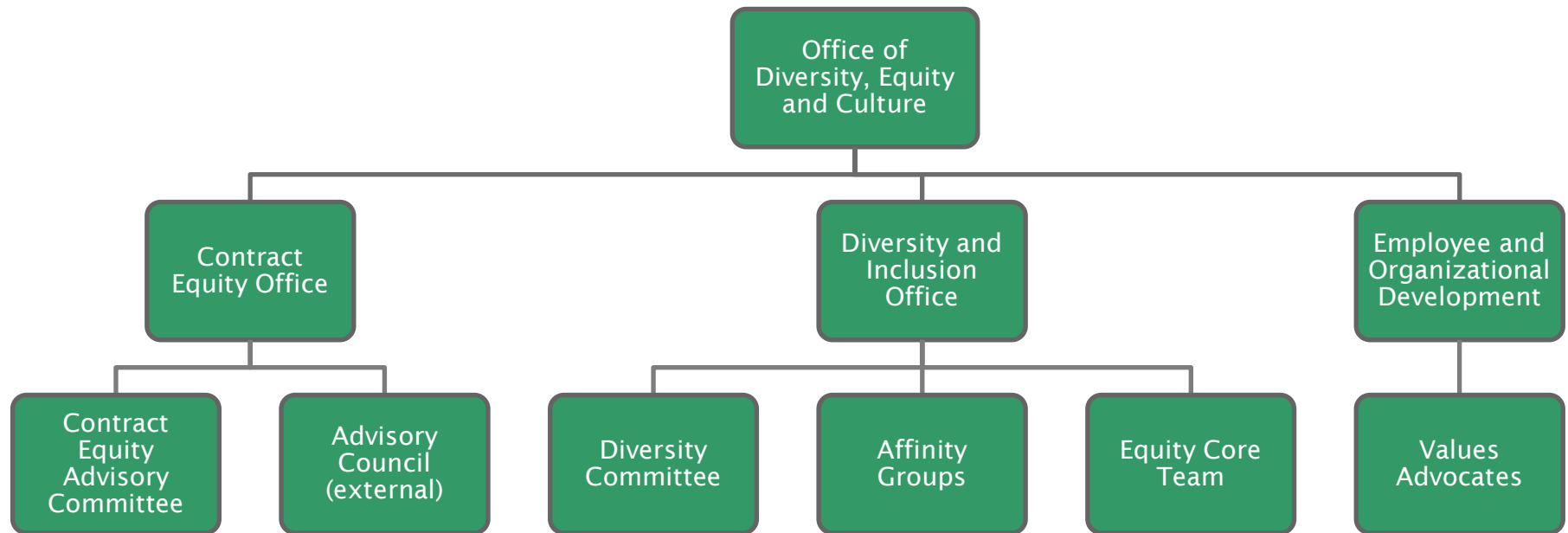
Workforce
Diversity

Inclusive
Culture

Supplier
Diversity

Environmental
Justice and
Social
Responsibility

Governance Model



Implement the DEI Strategy

Five Year Strategic Plan



The strategic approach is grounded in three key principles:

- Employee Involvement and Engagement
- Use of Equity Toolkits
- Continuous Improvement

Implement the DEI Strategy

Five Year Strategic Plan



The Five-Year plan includes Desired Outcomes and the Goals and Objectives required to achieve them.

The Two-Year Action Plan aligns Goals and Objectives and identifies specific Actions to achieve the outcomes.

Evaluating Results



- Annual evaluation for the first two years
- Biennial evaluation beyond
- Evaluation Tools
 - DEI Dashboard
 - Employee Survey Data
 - Toolkit Evaluation
 - Work Team Feedback
 - Board Feedback

Workforce Diversity Key Actions



Objective	Key Actions
4.2 Diversify Recruiting, Outreach, and Marketing Efforts	Develop and enhance recruiting partnerships with a variety of external community partners and education institutions including Historically Black Colleges and Universities (HBCUs), the Hispanic Association of Colleges and Universities (HACU)/Hispanic-Serving Institutions (HSIs), local community colleges, community-based/nonprofit workforce training programs, the public workforce development system, and others.
	Engage a diverse pool of current and retired employees in storytelling to brand EBMUD as a destination employer.
	Enhance social media outreach and explore other avenues of publicizing recruitments.

Inclusive Culture Key Actions



Objective	Key Actions
8.2 Employee Feedback	Implement standardized exit interviews process and develop a standardized, Districtwide assessment process to survey and/or interview employees voluntarily leaving (e.g. employees who are resigning).
	Conduct periodic stay interviews to capture the current employee experience and maintain a central data repository of this information to be able to track trends
	Conduct employee engagement/work culture survey to measure the employee perceptions and experience regarding their working relationships and contributions to the culture of the organization.

Supplier Diversity Key Actions



Objective	Key Actions
9.3 Contract Equity Education	Create pathways to share program success stories and increase employee awareness of the value-added benefits of increasing supplier diversity
	Enhance the Contract Equity Internal Advisory Committee's role and visibility to educate departments and advocate on the contracting process and equity goals
	Expand <i>The Equalizer Newsletter</i> to be a learning tool in addition to a listing of upcoming contract opportunities.
	Expand community education, conduct more in-depth business forums with hands-on-training such as writing proposals, preparing for an interview panel, and providing drafting or legal services.

Community Engagement and Environmental Justice Key Actions



Objective	Key Actions
10.2 External Community Engagement	Review of District's current community engagement plan, practices, and past historical efforts to determine how EBMUD currently engages with the underrepresented communities within the EBMUD service area.
	Develop or enhance external community engagement plan to standardize public participation process for all departments to ensure that underrepresented communities are being included in EBMUD's decision-making processes.
	Research current language assistance efforts at the District for opportunities to develop a language assistance plan.
	Partner with internal stakeholders on messaging EBMUD's DEI efforts to the public/customers via all media platforms, including social media.

Next Steps



- Feedback from the Legislative/Human Resources Committee (January 11)
- DEI Strategic Plan Board Workshop (January 25)
- Finalize DEI Strategic Plan February 2022

Feedback or Questions?