



Diversity, Equity and Inclusion (DE&I) Council Update

Organization, Personnel and Technology Committee

Item 6b

November 9, 2021

Updated DE&I Organization Chart



DE&I Subcommittees

- Employee Facilitated/Driven committees
 - Subject matter experts included to assist discussion
 - DE&I consultants also provided as additional resource
 - Key Task – Recommend three areas to be improved while noting what is working and should be maintained
- Communications and Outreach
 - Recommends education and information to increase employee awareness of DE&I efforts and initiatives
 - Recently created and launched a quarterly newsletter

DE&I Subcommittees

- Recruitment

- Review practices and recommend improvements focused on inclusivity, promoting equity and fairness in recruitment and transfer process

- Recruitment Outreach

- Reviews efforts and recommends outreach strategies to increase the diversity of qualified applicants
- Hosting overview of Metropolitan's Apprenticeship Program including Outreach efforts in November

DE&I Subcommittees

- Training and Development

- Review practices and recommend endeavors that help employees grow and develop skills and competencies to increase performance and productivity
- Also recommend practices that fairly and equitably prepare employees for future responsibilities and leadership opportunities

- Promotions

- Review practices and make recommendations to improve inclusivity and promote equity and fairness with the promotions process

Council Activities and Efforts

- New Expert Training Series

- Kicked Off Series: Why DE&I? - training presented by BeNeca Griffin on October 20

- Future Topics

- Emotional Intelligence
- Unintentional Bias
- Microaggressions in the Workplace
- Managing Diverse Teams
- Gender Neutral/Pronoun Language
- Welcome outside Organization to share their DE&I Journey
- Business Case for Diversity
- Microinequities in the Workplace
- Managing Conflict
- Communication
- Inclusive Leadership

DE&I Future Steps and Considerations

- DE&I Council Retreat
- Continued Expert Training Series

