



Diversity and Inclusion Strategic Plan

Progress Report as of June 2019

The Plan

- Implemented in 2018
- **Diversity** - SHRA defines diversity as the range of human difference. Each person has layers of diversity which make his/her perspective unique.
- **Inclusion** - SHRA defines inclusion as involving and valuing human differences and viewing such differences as strengths.

Diversity and Inclusion Plan Goals

1

Having a workforce that is broadly reflective of the community and clients we serve

3

Attracting and retaining a talented workforce skilled at working in an inclusive and respectful manner with one another and with the clients we serve

2

Identifying and addressing barriers within organizational systems so we can better serve our community

4

Creating processes, policies, plans, practices, programs and services that meet the diverse needs of those we serve

Initiatives to Support the Plan

Diversity Awareness Training: Creating an Inclusive and Welcoming Workplace

- In 2018, nine (9) classes completed with 226 attendees
- In 2019, two (2) classes planned for all new hires
 - 18 staff trained as of June 28th

Initiatives to Support the Plan

Leadership Development Plan - to support the creation of an inclusive workplace

- 18 Program graduates as of June 28th
- Agency implemented three (3) process improvement initiatives stemming from the program

Initiatives to Support the Plan

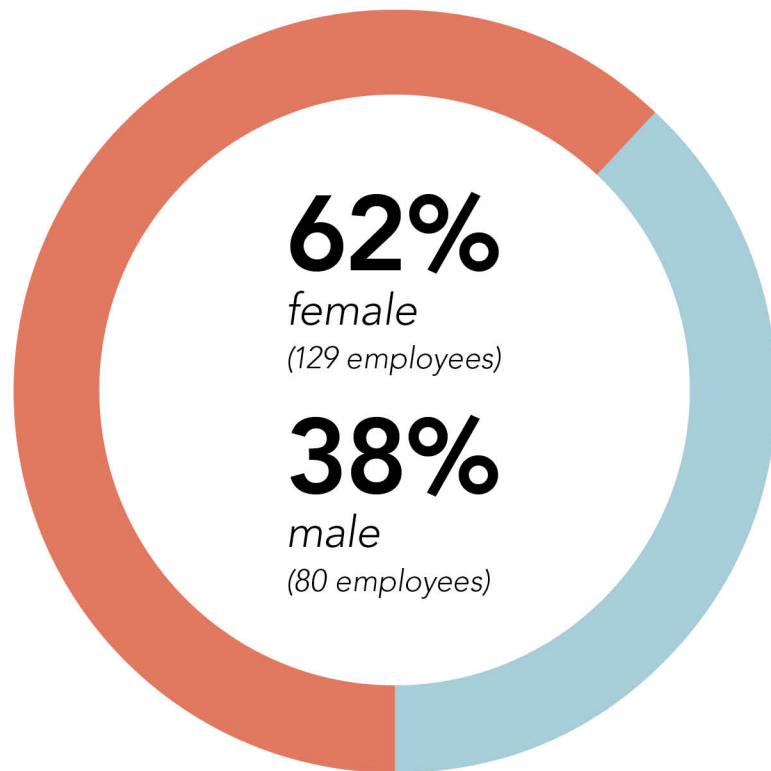
Employment Outreach

- Posted job openings to a variety of websites
 - Diversity.com
 - Black Career Network
 - Multiple college career boards
- Attended three (3) job fairs as of June 28th
 - Sac State All Careers
 - Sac State Govt. Sector
 - Veterans Job Fair

Employee Demographics

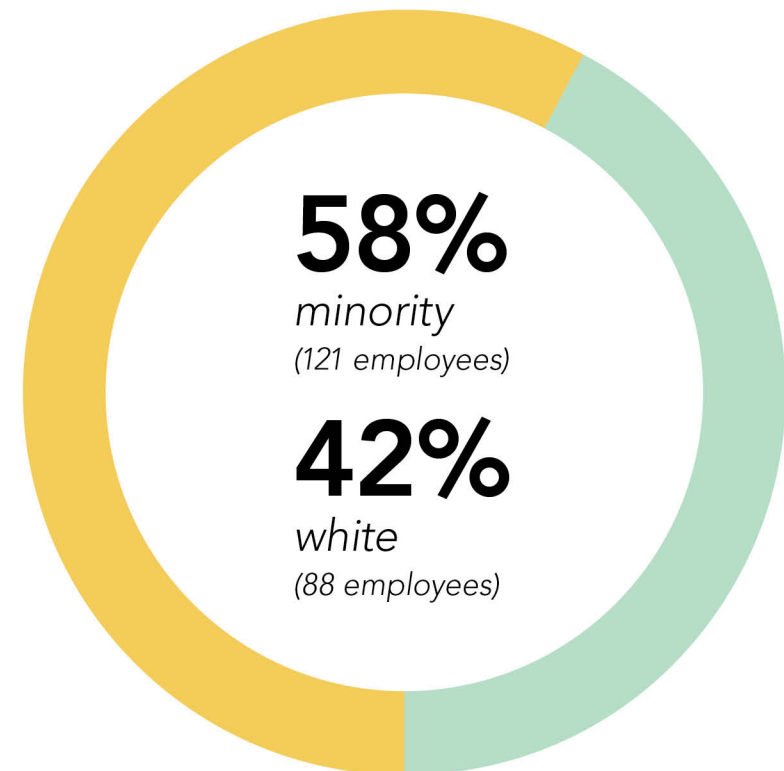
SHRA Gender Total

Agency total as of June 2019



SHRA Race & Ethnicity Total

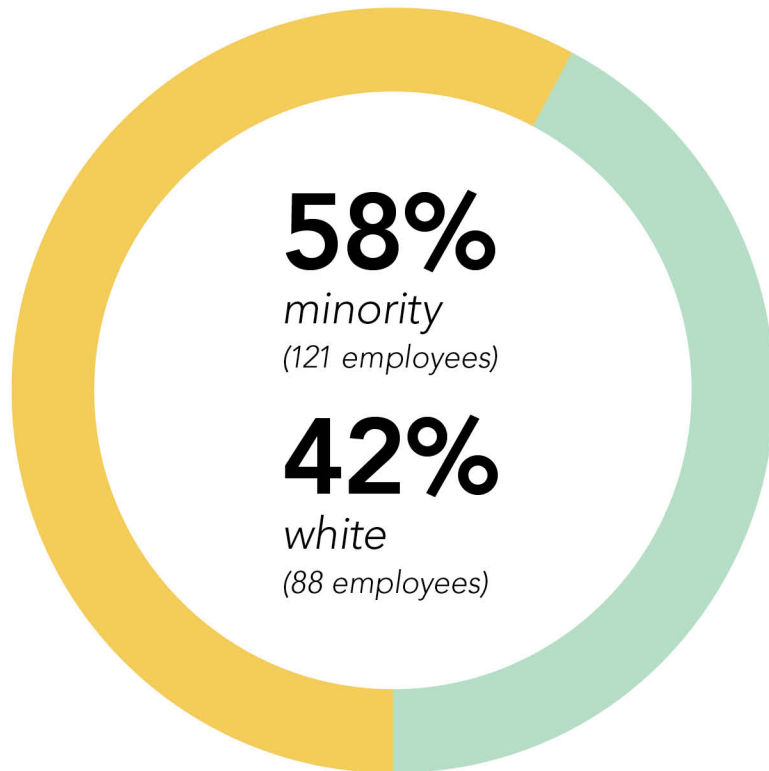
Agency total as of June 2019



Employee Demographics

SHRA Race & Ethnicity Breakdown

Agency total as of June 2019
(209 employees)



- 1%** *american indian or alaskan native* (1 employee)
- 11%** *asian* (24 employees)
- 24%** *black or african american* (51 employees)
- 15%** *hispanic or latino* (32 employees)
- 1%** *native hawaiian or pacific islander* (1 employee)
- 42%** *white* (88 employees)
- 6%** *two or more races* (12 employees)

Future Initiatives

Agency 2019/2020 Strategic Goal - *Attract, develop, and retain talented and diverse team members*

- All departments focusing on inclusion initiatives to support the strategic goal

2020 Training

- Agency-wide Unconscious Bias Training conducted for all staff

Questions?

