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

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

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

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

- **62%** female (129 employees)
- **38%** male (80 employees)

**SHRA Race & Ethnicity Total**

Agency total as of June 2019

- **58%** minority (121 employees)
- **42%** white (88 employees)
Employee Demographics

SHRA Race & Ethnicity Breakdown

Agency total as of June 2019
(209 employees)

58% minority
(121 employees)

42% white
(88 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?