

# Diversity, Equity, and Inclusion Framework

## Recruiting & Onboarding

Strive for a diverse, qualified workforce representative of the communities we serve and support a culture aimed at retention.

## Data Analytics & Reporting

Utilize data to identify needs and outcomes that determine the County's DEI strategies.

## Community Impact

Provide equitable service to our consumers in alignment with the County's Mission and Vision.



## Education, Development, & Training

Provide Development opportunities that advance and support the County's Commitment to Equity and Inclusion.

## Accessibility, Belonging, & Employee Engagement

Create a safe space for all voices to be heard and valued while upholding the County's Commitment to Equity and Inclusion.

## Budget & Fiscal Responsibility

Ensure adequate funding to support and advance DEI goals.

## Purpose of a DEI Framework:

Transparency around workforce commitment and strategy

A guide to assist in achieving goals

Point of focus when designing and implementing policies, procedures, or system changes



## Commitment to Equity and Inclusion

As an organization, we strive to foster a culture where diversity, equity and inclusion are valued, creativity is encouraged, teamwork and open/honest communication are facilitated, and meeting the needs of those we serve through quality service is a shared goal. Our objective is that all employees will demonstrate multicultural compatibility –the awareness, knowledge, and skills needed to work with others who are culturally different from self in respectful, meaningful, relevant, and productive ways.