

# *DEI Committees*

## Policy

## Data & Investigations

## Training

Scott Nicholson  
Robin Vazquez  
Cheryl Sullivan-Colglazier

### Background and Direction

- ▶ Governor's Directive on Inclusive and Respectful Work Environments - 4/2018
- ▶ Three Committees formed with agency representation  
Policy - Data & Investigations - Training
- ▶ Work has been moving forward and stakeholder work to finalize the first deliverables is launching over the next few months



**Policy Committee**  
Scott



**Data and Investigations**  
Robin

## Data and Investigations - Who is involved?

Jana Greer - PDC	Christy Hoff-Curwick - DOH
Karen Johnson/Eric Sund - DOC	Travis Matheson - WSP
Pam Pannkuk - WTSC	Carla Brown - AGR
Tammy Finch - RCO	Jennifer Gammell - OFM
Laura Lindstrand - HUM	Denise Ross - PSP
Renata Rhodes - DCYF	Jessica Zinda - DSHS
Rafeeah Sok - DOT	
	/ indicates designee

### Facilitators:

Robin Vazquez, OFM/WS  
Cherie Willhide, OFM/WS  
Altavia Jones, OFM/WS

### Executive Sponsors:

Franklin Plaistowe, OFM/SHR  
Michaela Doelman, DES/WSD

## What are they going to deliver?

Item/Resource	Purpose
Implicit Bias Awareness Checklist for Investigators	Provide individuals doing administrative investigations with a resource to raise awareness of the impact their own implicit bias can have, so that they can work to minimize the impact on their work.
Recommended Categories for Complaints	Provide
Draft Investigation Process Template	Produce research of the current state of statewide DEI training, practices, and resources (will inform other sub group's work).
Interview tool for Investigation Participant Interviews	Develop a training equity lens for integration of DEI in all trainings. Develop a maturation model for integrating DEI in organizational culture with a training lens.
Statewide Data Related to Complaints, Investigations, and Agency Experience Feedback	Produce recommendations for tracking training compliance for agencies.
Recommendations on Documentation Practices	Identify and compile best practices for DEI Training beyond meeting compliance standards.

# Training

Cheryl

## Training - Who is involved?

Mark Adreon - DSB	Ashley Miller - UTC
Juan Alaniz - HCA	Karen Moton-Tate - WSAC
Marika Barto - DNR	Paj Nandi/Katie Meehan - DOH
Carrie Basas/Rose Spidell - Ed. Omsbud	Rubi Reaume - DRS
Curtis Bennett - OMWBE	Debbie Robinson - Lottery
Laura Bradley - BIIA	Denise Ross - PSP
Becky Daniels - Parks	Hillary Rossi/Sharon Johnson - ESD
Gerri Davis/ Angie Strozyk - DFI	Nadia Sarno - OFM
Kirsten Donovan - ACB	Jonathan Smith - WaTech
Lori Gonzalez - SCC	Juwariyah Sou - OSPI
Jana Greer - PDC	Lonnie Spikes - DOL
Evette Jasper - DCYF	Melisa Valdez - LCB
Karen Johnson/Jarrod Irvin - DOC	Jessica Zinda - DSHS
Kristin Kaphan - Commerce	

/ indicates designee

**Facilitators:**

Cheryl Sullivan-Colglazier, DES/WSD  
Ellis Starrett, DES/WSD  
Tammy Pitre, OFM/SHR

**Executive Sponsors:**

Franklin Plaistowe, OFM/SHR  
Michaela Doelman, DES/WSD

## What are they going to deliver?

Sub-Group	Deliverable
DEI Training and Compliance Expectations	Produce tiered expectations for DEI Training Outcomes - This will initially result in required training standards for all employees and for leaders.
Tools and Guidance	Create content to populate future resource site for DEI Training Resources
Explore Agency needs	Produce research of the current state of statewide DEI training, practices, and resources (will inform other sub group's work).
Integration of DEI in other Training	Develop a training equity lens for integration of DEI in all trainings. Develop a maturation model for integrating DEI in organizational culture with a training lens.
Tracking Compliance	Produce recommendations for tracking training compliance for agencies.
Training Beyond Compliance	Identify and compile best practices for DEI Training beyond meeting compliance standards.

## Definitions and Competencies Who is involved?

Mark Adreon - DSB, DEI Council, DEI Committees  
 Laura Bradley - BIIA, DEI Committees  
 Christy Curwick Hoff - DOH/HSC, DEI Council, DEI Committees  
 Evette Jasper - DCYF, DEI Council, DEI Committees  
 Karen Johnson, DOC, DEI Council, DEI Committees

Scott Nicholson, OFM SHR, DEI Policy Committee  
 Tammy Pitre, OFM SHR, DEI Council, DEI Committees  
 Theresa Powell, DSHS, DEI Council  
 Denise Ross, PSP, DEI Council, DEI Committees  
 Jessica Zinda, DEI Council, DEI Committees  
 Cheryl Sullivan-Colglazier, Facilitator

And key stakeholder groups like you!