

Governor's Memo Deliverables –

DEI Training Committee

Recommendations: Required Training for all Employees

Laura Bradley, BIIA, Committee Workgroup Lead
Cheryl Sullivan-Colglazier, DES, Committee Facilitator

HR Managers Meeting
Wednesday, Jan. 8, 2020

Who is the DEI Training Committee – agency representatives to ensure agency voice in the development of deliverables –

Mark Adreon – DSB*
Juan Alaniz - HCA
Marika Barto – OMWBE*
Curtis Bennett - OMWBE
Laura Bradley – BIIA*
Tia Bertrand - AGO
Becky Daniels - Parks
Gerri Davis - DFI
Kirsten Donovan - ACB
Lori Gonzalez – SCC
Jana Greer - PDC
Anne Hansen – OFM*
Evette Jasper – DCYF*
Karen Johnson/Jarrold Irvin – DOC*
Kristin Kaphan – DVA*

Tammy Pitre – OFM Support
Cheryl Sullivan-Colglazier– DES Facilitator

Ashley Miller – UTC*
Karen Moton-Tate - WSAC
Paj Nandi/Katie Meehan – DOH*
Rubi Reaume - DRS
Debbie Robinson - Lottery
Denise Ross - PSP
Hillary Rossi/Sharon Johnson – ESD*
Nadia Sarno - OFM
Jenifer Graf- WaTech
Juwariyah Sou - OSPI
Lonnie Spikes/Marvin Williams – DOL*
Melisa Valdez – LCB*
Jessica Zinda – DSHS*

/ indicates designee

***required training workgroup member**

Ensuring you're aware and informing deliverables

- From DEI definitions and competencies to all employee training recommendations
- Our approach
- Stakeholdering includes you – are the learning goals foundational?

Some early data from DEI Summit participants –

- Why DEI – 98% yes
- Self-Awareness – 95% yes
- “ism” Awareness – 85% yes
- Racism – 87% yes
- Working Together – 86% yes

Based on first 100 participants. Approximately 1000 are being surveyed.

34% - DEI 101 Track; 21% HR Practitioners; 27% Executives; 18% I don't remember

Today's Exercise

Wait! Some context:

Foundational -- Advanced – Uncomfortable

A healthy, productive workplace!

Today's Exercise

Goal: Are the learning goals consistent with the knowledge and skill needed as a foundation for a workplace that imbeds DEI in it's culture? Or are they advanced?

- Time for individual review
- Large group discussion for feedback

Next Steps

Thank you!