



DIVERSITY & INCLUSION COMMITTEE STRATEGIC PLAN JULY 2020-JUNE 2023

Mission

To promote a culture of inclusion by investing in the recruitment and retention of a staff that is reflective of Johnson County. The Diversity & Inclusion Committee increases understanding of diversity within the workforce through a variety of learning and development opportunities for all employees and elected officials to foster an environment of respect among individual employees and the communities we serve.

Vision

The Diversity and Inclusion Committee's vision is to foster a welcoming and inclusive environment for all employees, residents and visitors of Johnson County.

GOALS

AMPLIFY

LEADERSHIP COMMITMENT TO
DIVERSITY AND INCLUSION



ACHIEVE

AN INCLUSIVE WORKPLACE
CULTURE

BUILD AND RETAIN

A DIVERSE WORKFORCE

Goal 1: Amplify Leadership Commitment to Diversity and Inclusion

STRATEGIES

1. Increase leadership participation in diversity and inclusion learning and development opportunities
2. Hold leadership accountable for promoting and supporting diversity, inclusion and equity efforts

TACTICS

Conduct leadership surveys on learning and development needs and effective communication.

PERFORMANCE INDICATOR

- Survey results communicated to Board of Supervisors
- Bi-Annual Attendance Reports of staff and leadership participation in learning and development opportunities provided to Board of Supervisors

Not everything that is faced can be changed, but nothing can be changed until it is faced. ~ James Baldwin

Goal 2: Achieve an Inclusive Workplace Culture

STRATEGIES

1. Improve and increase the committee's outreach and engagement.
2. Ensure employees feel like they belong at the County.

TACTICS

Conduct employee engagement, diversity, inclusion, and equity surveys and focus groups. Create metrics to assess the County's inclusivity and the effectiveness of the communication efforts of the Committee.

PERFORMANCE INDICATOR

- Professional entity retained to conduct surveys and focus groups.
- Bi-annual report of survey responses provided to Board of Supervisors.

When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better

organization . ~ Pat Wadors

Goal 3: Build and Retain a Diverse Workforce

STRATEGIES

1. Implement annual training for hiring managers and supervisors.
2. Develop a diversity onboarding process for new employees.
3. Implement a commitment to diversity, equity and inclusion statement for the County.

TACTICS

Develop a training schedule for hiring managers and supervisors. Conduct surveys for new employees and assign them a mentor. Research and create commitment statement.

PERFORMANCE INDICATOR

- Implementation of annual trainings.
- Professional entity retained to conduct surveys.
- Adoption of a commitment to diversity, equity and inclusion statement by the Board of Supervisors.

A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone. ~ Sundar Pichai