# Equity and Inclusion Plan Update

Employee Trust Funds Board March 25, 2021





## **Equity & Inclusion Plan Overview**

- Required by Ch. 230 of WI State Statutes
- ETF Plan approved by DOA Division of Personnel Management Dec. 2020
- Recommendations anchored on: Recruitment, Retention, Culture
- Implementation is underway...
  - 9 initiatives will be implemented in FY21
  - Additional 30 initiatives planned for FY22 and FY23
- Full plan available on ETF's website



## Why is this Important?

- Governor's Executive Order #59 November 2019
- National racial injustice/social unrest
- Staff feedback at Secretary's listening sessions Summer 2020
- "We must make a fundamental shift in how we address diversity and inclusion at ETF" - Bob's Blog July 2020
- ETF's mission of service



## **Equity & Inclusion in the Strategic Plan**

### Goal 3: Build a talented and agile workforce

- Summer 2020 added new E&I objective 3.3:
  - Build the culture, recruitment and retention practices that will make ETF an equitable and inclusive organization
- Strategic Initiative 3.3.1 & Project Charter approved by Strategic Council and Portfolio Committee December 2020

## **E&I Initiatives in FY21**

#### Recruitment

Training: Implicit bias in hiring process for supervisors and interview panel members (**March**)

Training: KSA-related interview questions for supervisors (May)

Expand diversity recruiting – HR treat all positions as underutilized

#### Retention

Develop employee stay interview process & questions

Training: Mental Health First Aid

### **Agency Culture**

Training: Psychological Safety for supervisors and lead workers (**June**)

Add staff diversity training requirements to annual reviews (All Employees)

Staff identity opportunities: email signature, name plate, staff profile (All Staff)

## E&I Plan – 3 Year Overview

2020-21

2021-2022

2022-2023

Recruitment

- Increase balanced panels
- All positions = under-utilized
- Implicit bias training for hiring panels
- Training on interview question writing

- Partnerships w/ community orgs
- HR pre-screen added to all recruitments

Increase management diversity

Retention

- Stay interview development
- Mental Health First Aid training

- Career development training for managers
- Staff growth measurement tool
- Promote existing training
- Mandatory training policy
- Stay interview training
- Add stress measurement to surveys

- Role-based competencies
- Leadership program recruitment
- Career pathing
- Career coaching/mentoring program
- · Conduct stay interviews
- Stress management

Culture

- Psychological safety and inclusion training
- Identity options for signatures
- Manager performance reviews reflect staff E&I training
- Responding to Racism/Harassment trainings

Require equity and bias trainings

More staff-requested/led trainings



### **Additional Activities**

- Peer-led Trainings on Systemic Racism
  - History of Redlining in Milwaukee
  - Effects of Systemic Racism in Education
- Employee Discussion Groups
  - Lunchtime meetings of peers to discuss world events
- Diversity Bookclub
  - The Color of Law
  - So You Want to Talk About Race





# Thank you











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