



Introductions



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Agenda

- ▶ Overview of Diversity, Equity and Inclusion (DEI) Efforts
- ▶ The Inclusion Well-being Connection
- ▶ How Wellness Programs can Support DEI
- ▶ Washington Wellness's Role in Supporting DEI
- ▶ Questions and Closing



Learning Objectives

By the end of today's webinar, you will have a better understanding of:

- ▶ State Human Resource's role in DEI
- ▶ DEI partnerships
- ▶ State Business Resource Groups' role
- ▶ DEI efforts from 2018 to 2020 and beyond
- ▶ What inclusion is and why it matters
- ▶ How to support inclusion in the workplace

May 2021

Enterprise Diversity, Equity and Inclusion Efforts and Progress 2018 - 2021

*OFM State Human Resources, in
partnership with many others*

OFM

OFFICE OF FINANCIAL MANAGEMENT



WHAT IS STATE HR?

- **State HR has four sections:**
 - Labor Relations and Compensation Policy
 - Rules and Appeals
 - Enterprise Classification and Analytics
 - Workforce Strategies

IDENTIFYING CONNECTION POINTS IN THIS WORK

The Department of Enterprise Services,
Results Washington,
The Equity Office,
The Statewide DEI Council,
The Statewide Business Resource Groups
Your agencies and institutions

DIVERSITY, EQUITY AND INCLUSION INNOVATIONS TEAM

- **Strives to reduce data gaps and disparate experiences for state employees**
 - Complaints and Investigations efforts
 - Data collection improvements
 - Addressing accessibility and accommodations
 - Reducing bias in hiring practices
- **Provides strategy guidance in support of underrepresented groups within the state workforce**
- **Compliance and responsibility for several executive orders, directives and memos***



** Executive orders 21-01, 19-01, 13-02, 12-02, 21-01, Gov. Directive 16-11, State HR Directives 20-02 and 20-03, and the Governor's April 2018 Memo on Respect and Inclusion*

DEII TEAM - CONTINUED

- **Staffs the Statewide DEI Council**
- **Plans and supports the Public Service Recognition Week Awards and Event**
 - In partnership with the Secretary of State's Office
- **Supports the Statewide Business Resource Groups**
 - Veterans Employee Resource Group (VERG)
 - Rainbow Alliance and Inclusion Network (RAIN)
 - Latino Leadership Network (LLN)
 - Washington Immigrant Network (WIN)
 - Disability Inclusion Network (DIN)
 - Blacks United in Leadership and Diversity (BUILD)

Washington State Employee Business Resource Groups

BRGs promote a more inclusive and respectful workplace, as they:

- Serve as a collective voice around shared interests or concerns
- Provide senior leadership with advice, guidance, and recommendations on workplace practices
- Support the development of equitable policies, procedures, and initiatives affecting Washingtonians
- Foster communities of practice



THE GROUND WE'VE COVERED



Diversity, equity and inclusion efforts from 2018 to 2020



EQUITY AND INCLUSION: OUR STATEWIDE DIRECTION

Photo credit: Erin Cahill, taken at the DEI Summit, 2020

OUR STATEWIDE DIRECTION

In complement to the DEI memo committees and since 2018, there have been many other efforts to support and promote DEI in the state workforce

See [Bill History](#) for complete details on the bill

As of Wednesday, April 8, 2020 10:10 AM

Current Version: 2nd Substitute - 2SHB 1888	Current Status: C 106 L 20
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Where is it in the process?

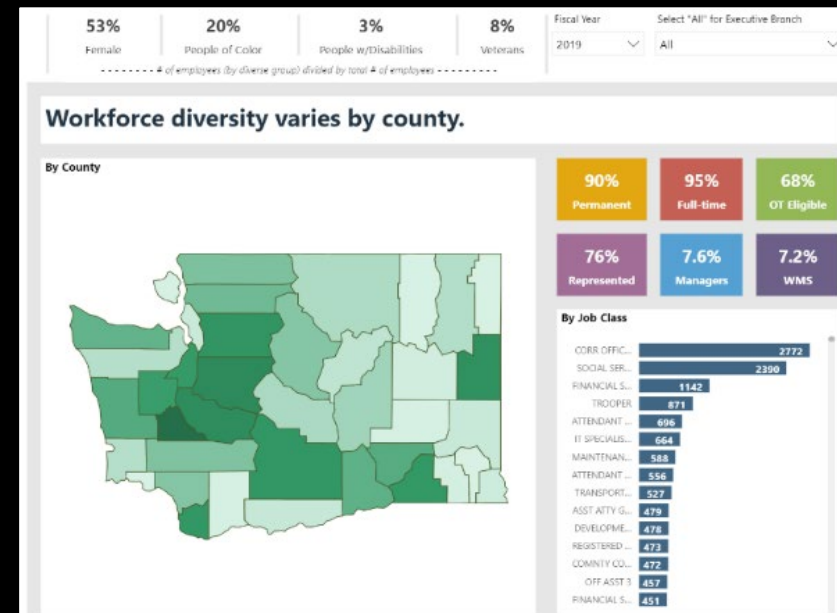
	Introduced	In Committee	On Floor Calendar	Passed Chamber
In the House:	●	●	●	●
In the Senate:	●	●	●	●
After Passage:	●	●	●	●

Passed Legislature On Governor's Governor Acted Session Law



IMPROVEMENTS TO WORKFORCE DIVERSITY DATA

- HR Management Leader Briefing Report Dashboard
- Statewide Engagement Survey
- Statewide Exit Survey
- Modern Work Environment Dashboard
- Labor Negotiations Dashboard



CURRENT LANDSCAPE: SPRING 2021

We—OFM and your agencies—have done a tremendous amount of work in the last three years.

- Data improvements
- Training development
- Policy writing and updating
- Establishing or renewing diversity plans
- Creating shared language

WHERE WE'RE HEADING: 2021 AND BEYOND

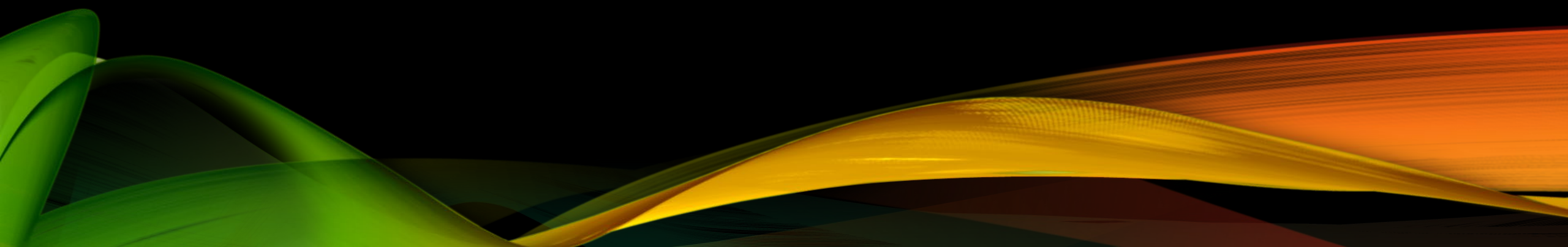
1. Requiring DEI training for all state employees
2. Including DEI competencies into position descriptions for many or all state employees
3. Centralizing reporting of complaints and investigation outcomes with demographics attached
4. Advancing DEI language and practices within CBAs
5. Addressing pay equity

“

I FIRMLY BELIEVE WASHINGTON WILL BE AN ANTI-RACIST STATE, AND I WILL BE TAKING ACTIONS THAT HOLD OUR STATE TO THAT COMMITMENT. WE NEED OUR POLICIES AND BUDGET TO REFLECT OUR DEDICATION TOWARD DISRUPTING THE HARMFUL SYSTEMIC CYCLE OF RACISM AND INEQUITY.

”

– Gov. Inslee, Press conference, December 14th, 2020

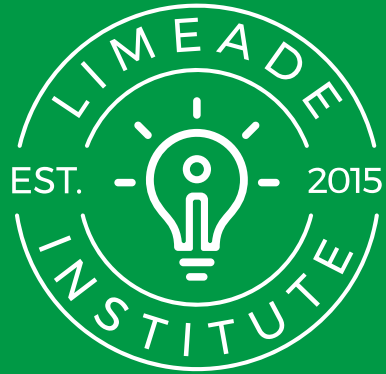


Thank you!



Inclusion <>
Well-being
connection
limeade®





Limeade Institute

limeade®

- Conducts research
- Establishes market points of view
- Explores the science behind the employee experience
- Work with customers, partners and our own employees to translate research into actionable strategies and new product offerings

Limeade Results Model



When companies **care** for employees — in every part of the **employee experience** — employees can better care for themselves, their teams and their company, leading to better **people** and **business results**.



Meeting Agenda

- What is Inclusion
- Why does it matter
- Psychological safety
- How to support inclusion at work



Key Terms

DIVERSITY

The presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain-underrepresented among practitioners in the field and marginalized in the broader society.

EQUITY

Promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

INCLUSION

Inclusion is a sense of belonging, connection and community at work. Inclusive organizations help people feel welcomed, known, valued — and encouraged to bring their whole, unique selves to work. (Limeade Institute)



Key Terms

- **DIVERSITY = REPRESENTATION**
- **EQUITY = ACCESS**
- **INCLUSION = BELONGING**



What is Inclusion

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What is Inclusion

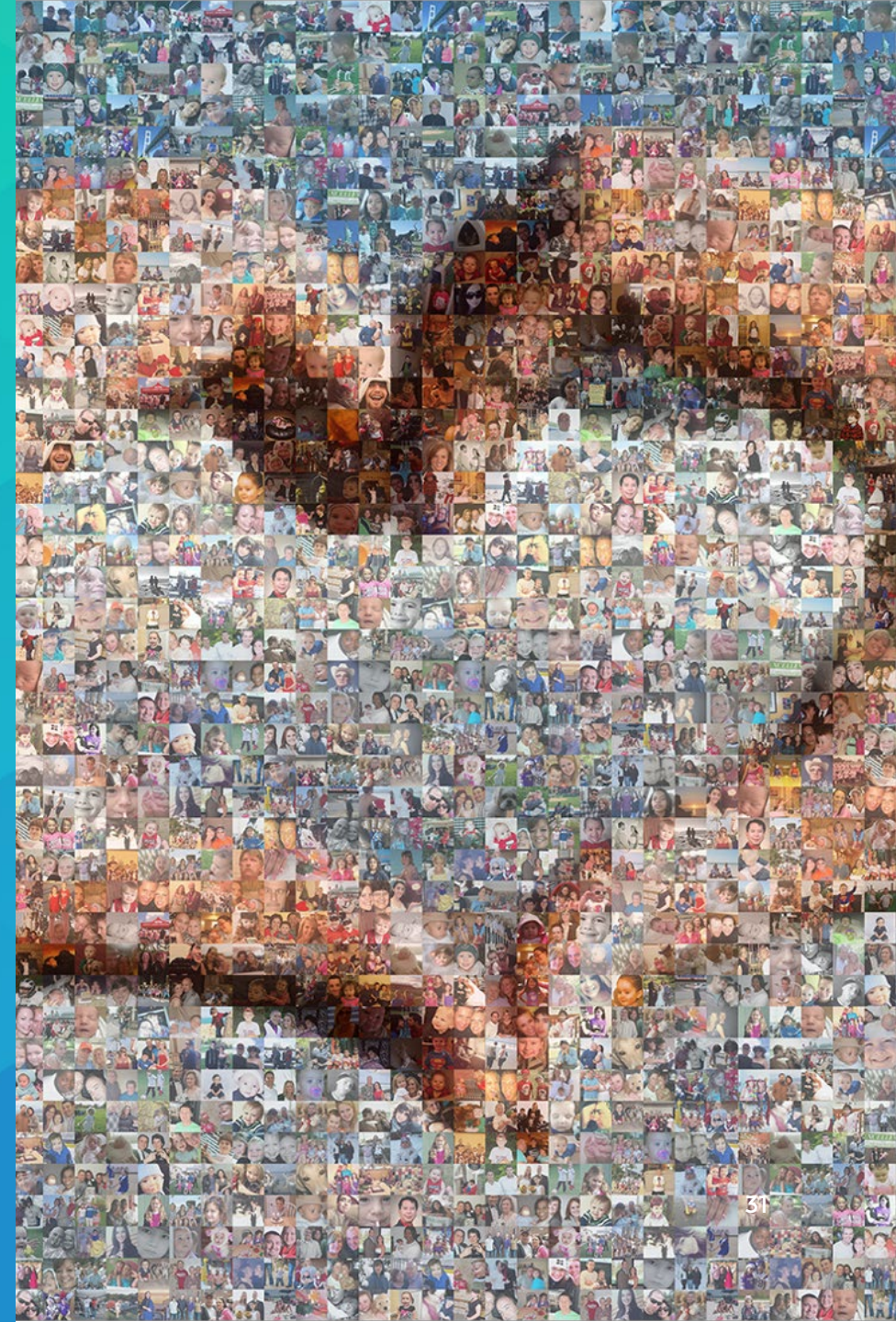
Inclusion is a **SENSE OF BELONGING, CONNECTION AND COMMUNITY** at work.

Inclusive organizations help people feel **WELCOMED, KNOWN, VALUED** — and encouraged to bring their whole, unique selves to work.

The Theory of Optimal Distinctiveness

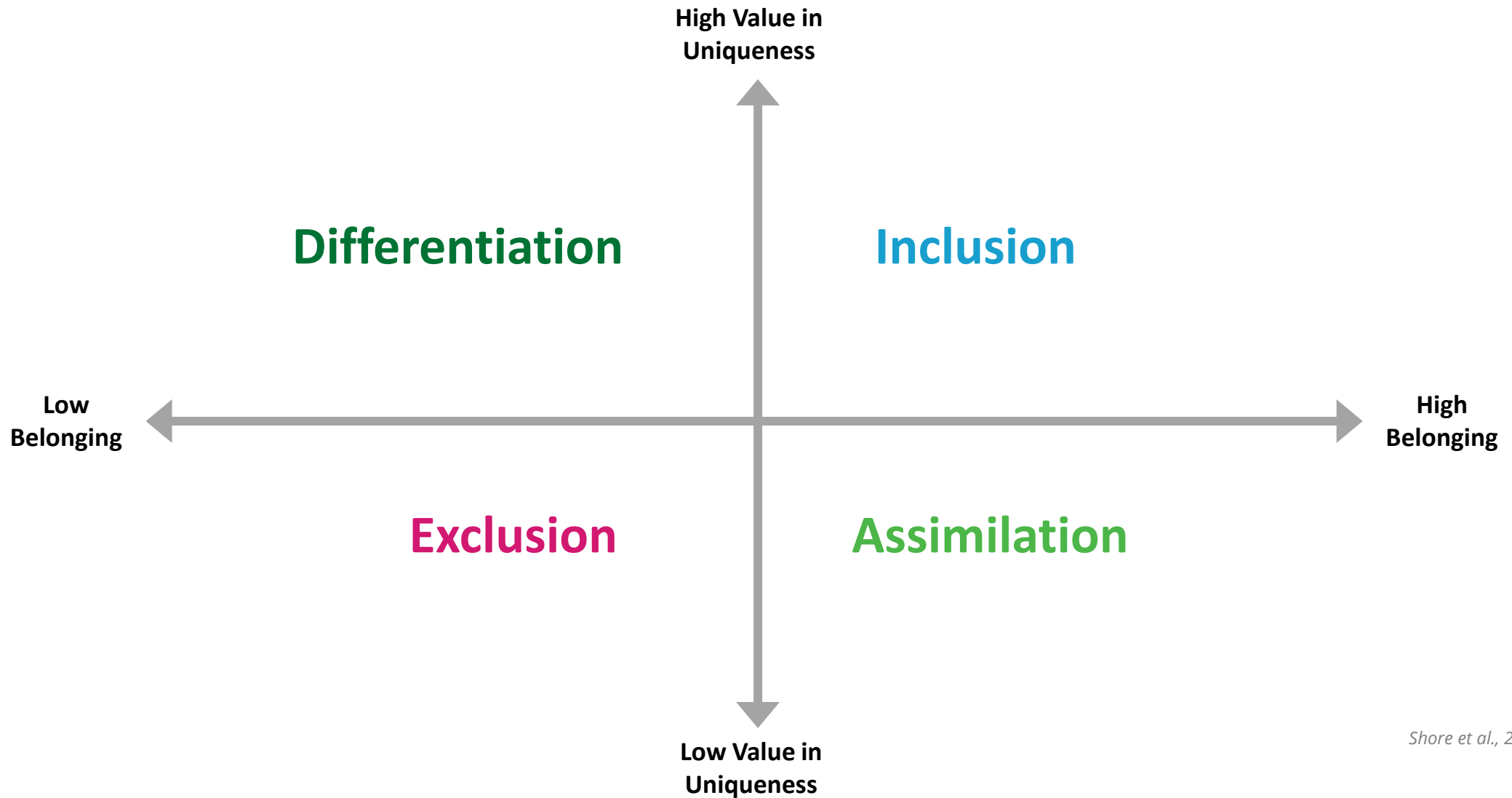
We want to feel a sense of uniqueness *and* belonging

(Brewer, 1991; Shore et al., 2011)





Seeing the “me” in “we”



We want to be *truly* seen

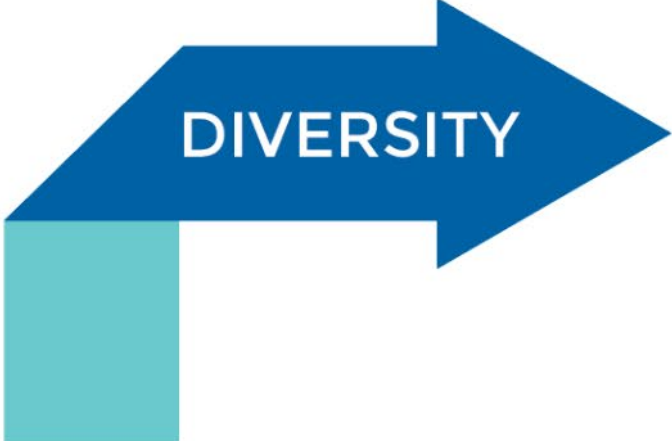
Masking identities and/or facades of conformity relate to:

- ↑ emotional exhaustion
- ↑ stress
- ↓ lower well-being
- ↑ likelihood to leave an organization

Assumptions based on identity group relate to:

- ↓ performance
- ↓ job satisfaction
- ↓ commitment
- ↑ turnover intention

Differences and similarities in perspectives, identities, and points of view



A sense of connection to others that is always in the process of being actively achieved

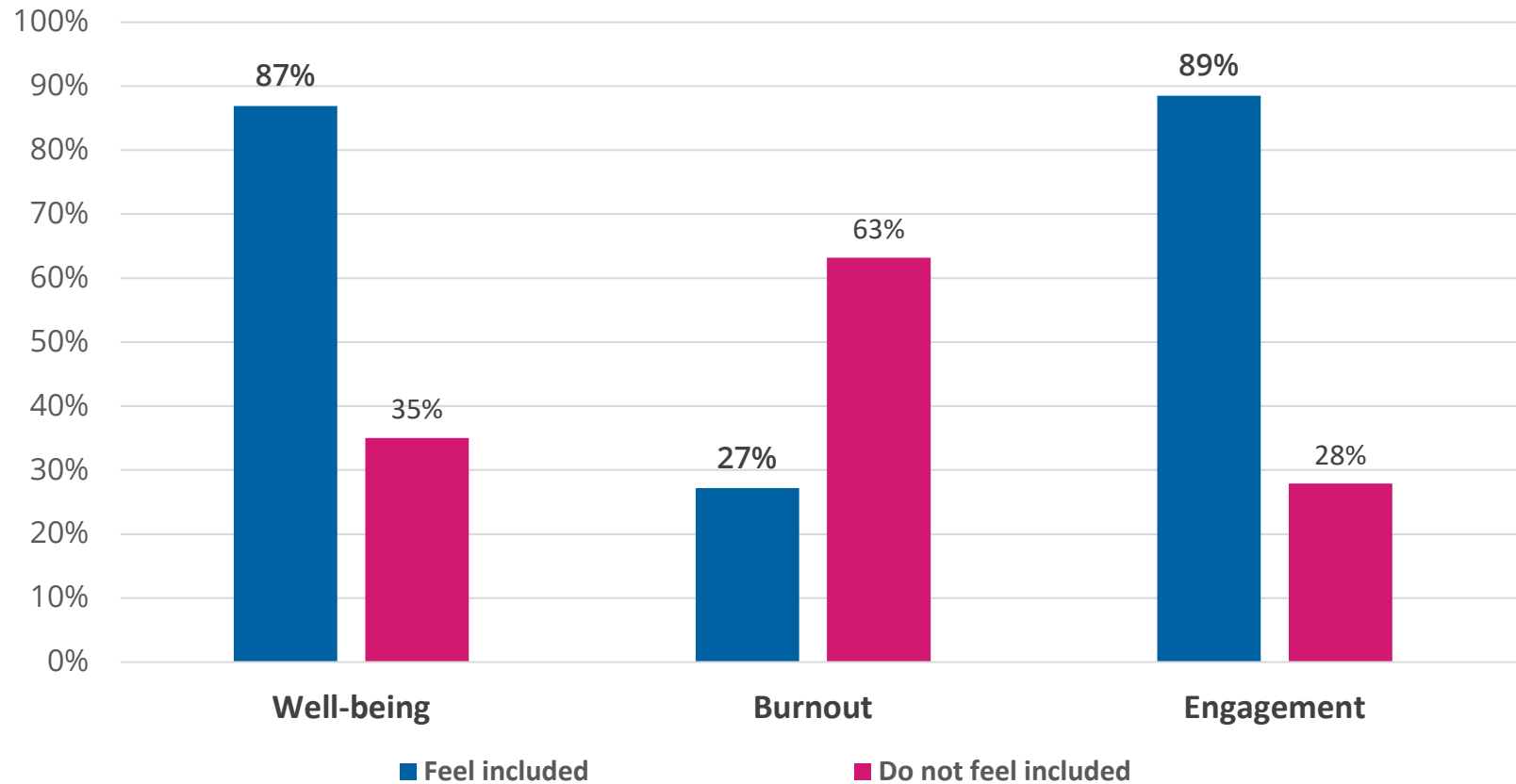


Why is Inclusion Important for Wellness Programs?

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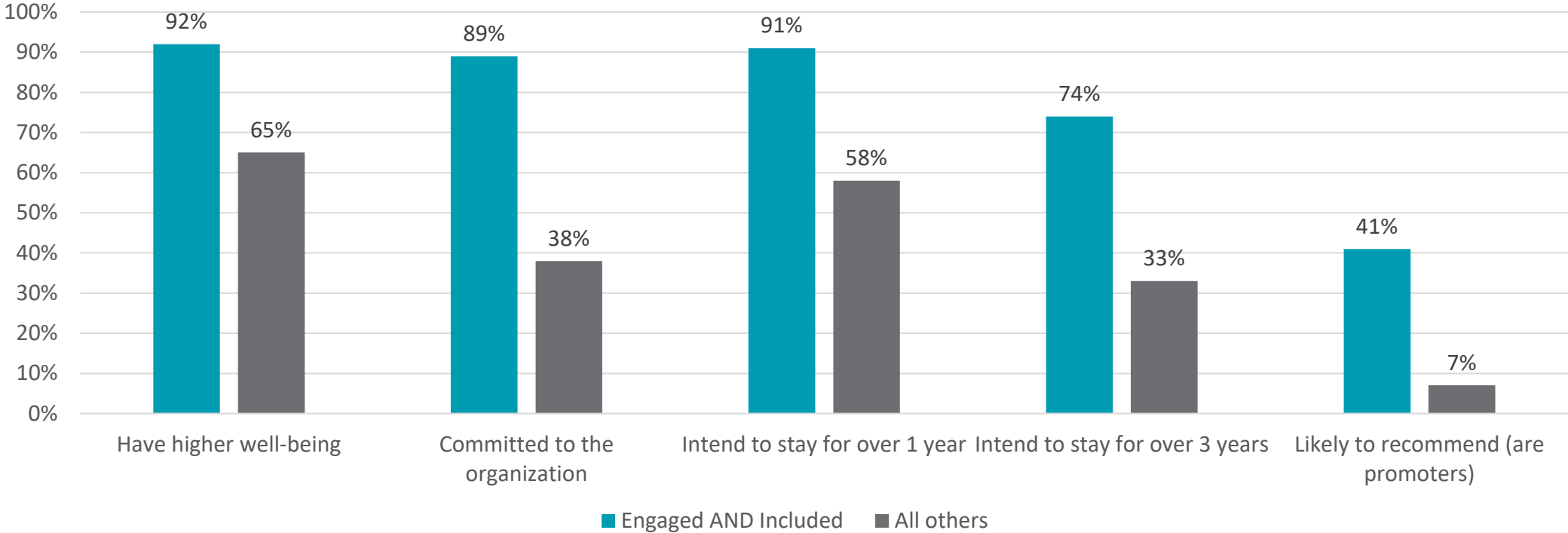


Inclusion elevates the overall employee experience



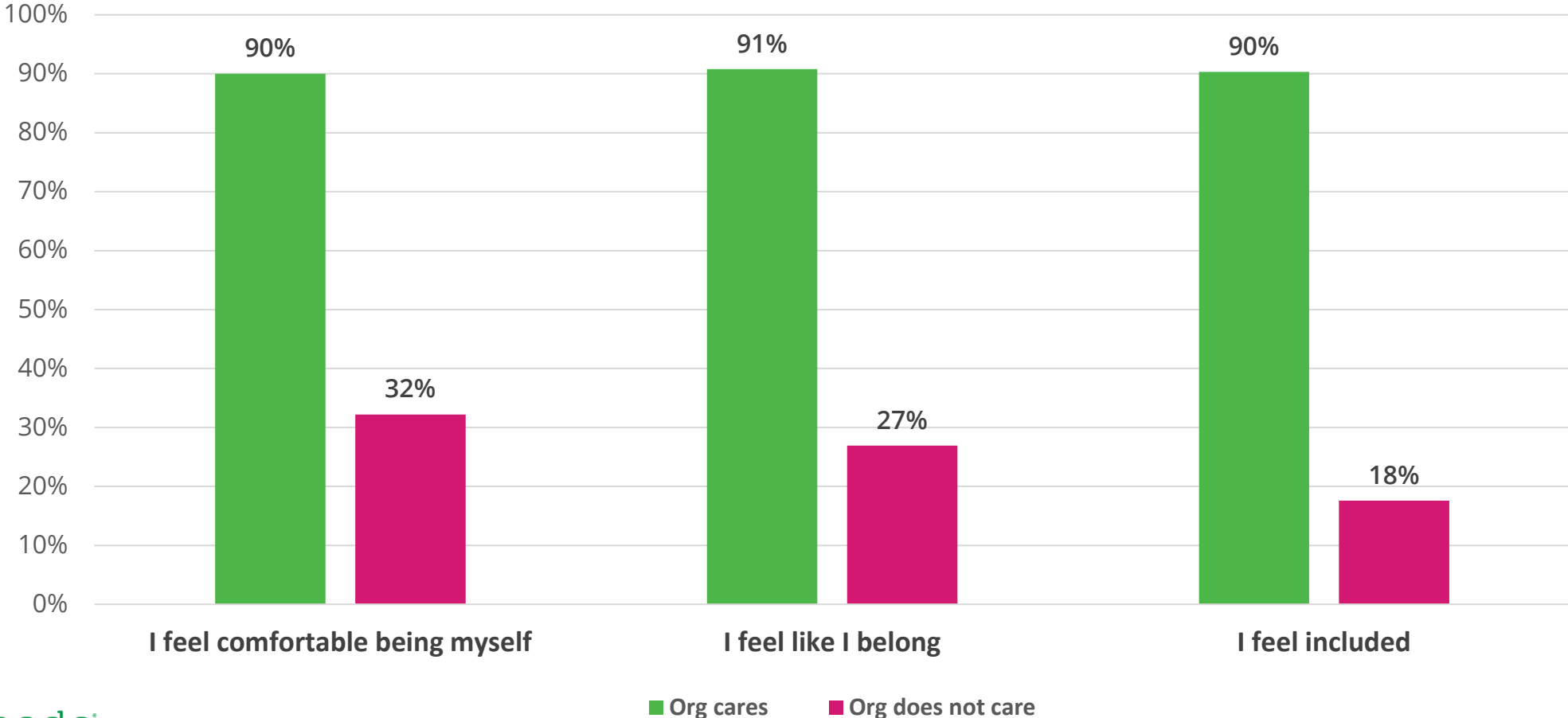


When employees are engaged AND included



It's about care...

"I feel like my organization cares about me"





Inclusion impacts all aspects of an organization

Well-being	Experience	Engagement	Turnover	Reach
<p>Employees who feel included have 19% greater well-being in their lives</p>	<p>Employees who feel included are 51% more likely to recommend their organization as a great place to work</p>	<p>Employees who feel included are 28% more engaged at work</p>	<p>Employees who feel included intended to stay at their organization 3X longer</p>	<p>Employees who feel that they receive adequate information within their organizations are 4X more likely to feel included</p>

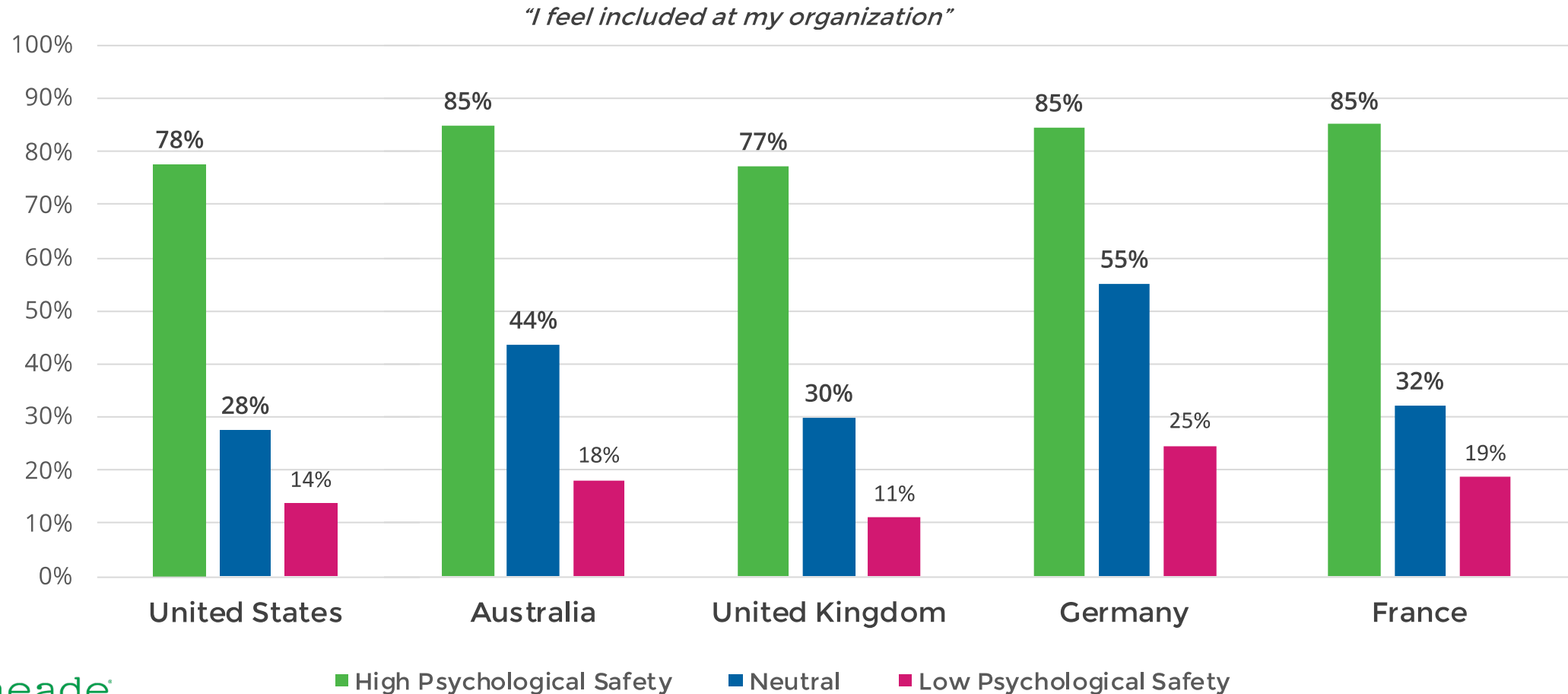
Psychological Safety

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Psychological safety opens the door to inclusion

"Feeling able to show and [be] one's self without fear of negative consequences to self-image, status, or career"



Requires a certain type of employee experience

Examples of factors related to psychological safety:



**Inclusive
Leadership**



**Trust in
Leadership
& Peers**



**Supportive
Teammates**



**Feeling Care
From Peers**

How to support inclusion at work

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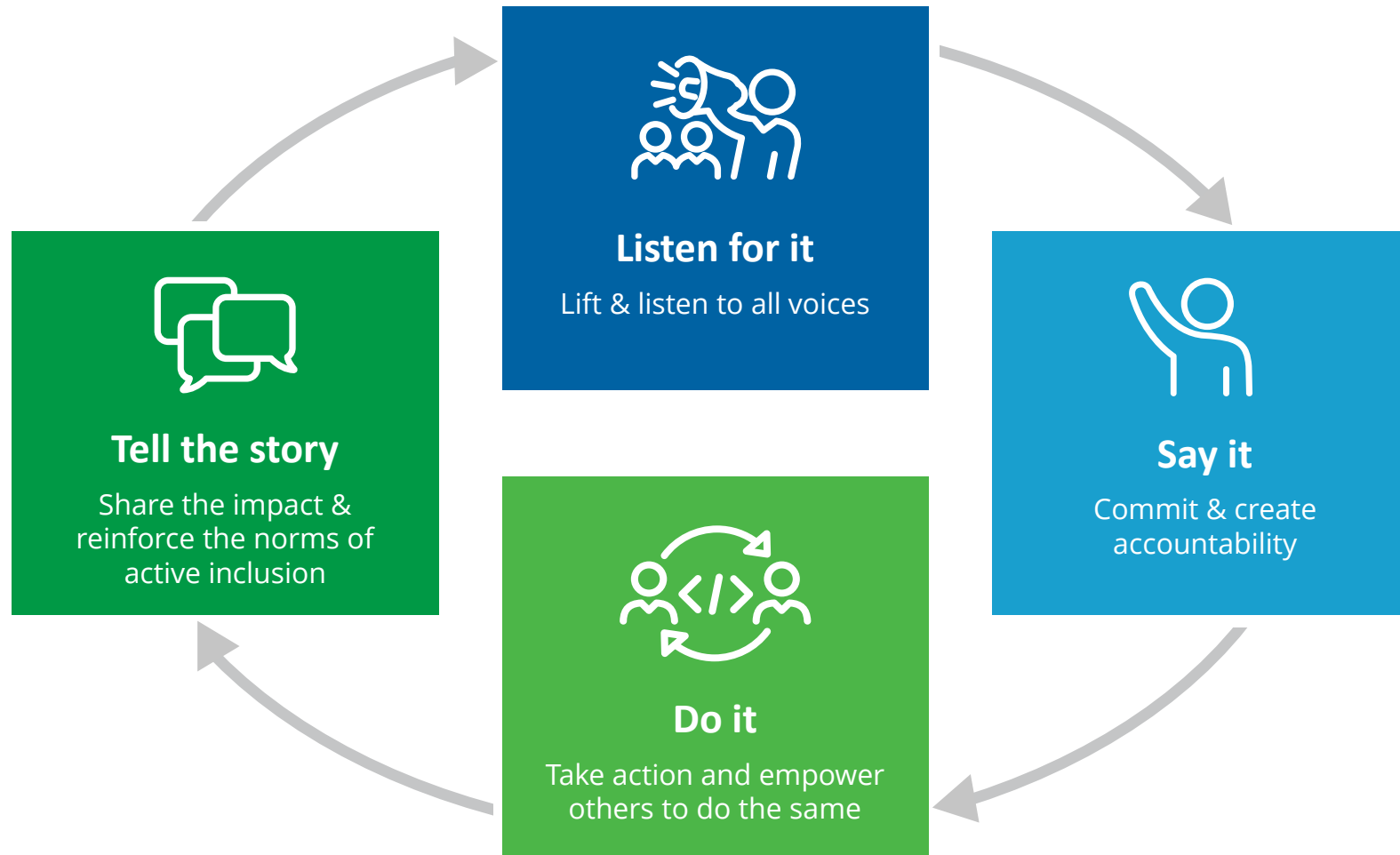




Peers on immediate teams are
**THE GREATEST CONTRIBUTING FACTOR
TO INCLUSION**, followed by
organizational leaders, department
managers,
and peers on other teams.

Limeade Institute, 2019

Ongoing steps to promote inclusion





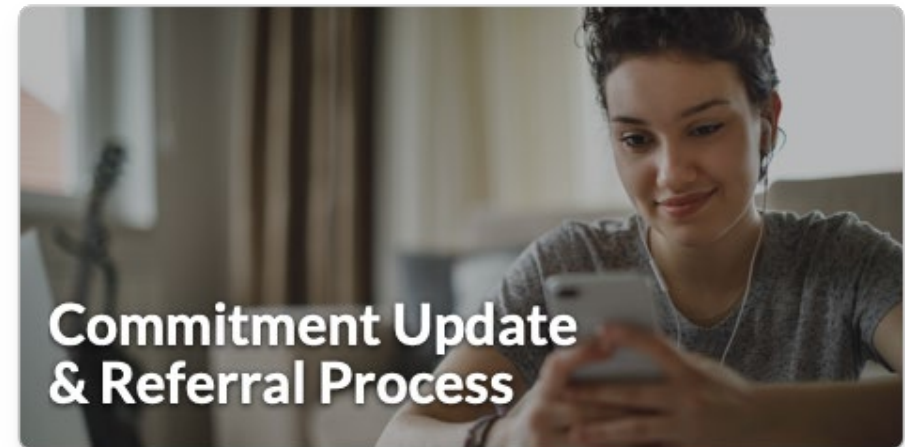
Listen for it

- Create the space: **Survey, statewide Business Resource Groups (BRGs)**
- C-suite representation: **BRG executive champion, engaged in meetings**



Say it

- Communicate your commitment: **Black and minority-owned small business grants**
- Share updates and commitment reminders: **Leadership video**



Do it

- Ongoing resources: **On-demand inclusion trainings**
- Give-back campaigns: **Funds for orgs focused on inclusion, human rights and racial equity**
- Humanized thinking during crisis: **zero tolerance for racial discrimination, caregiver and essential employee resources**





Tell the story

- Broadcast your story: **Training registration and BRG involvement, Annual survey results**
- Share data from your actions: **Matching campaign impact**
- Make it known you're not done



Key Takeaways

- Inclusion is a **sense of belonging, connection and community at work.** Inclusive organizations help people feel **welcomed, known, valued** — and encouraged to bring their whole, unique selves to work.
- Inclusion impacts **all aspects of an organization** and is strongly related to **well-being**
- **Psychological safety** is necessary and shaped by our **employee experience**
- Active inclusion is continuous: **listen, commit, act, communicate** and **REPEAT**

Thank You!

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What is Washington Wellness Doing?

- ▶ Collaborating with State Business Resource Groups
- ▶ Developing SmartHealth Activity Tiles
- ▶ Consulting with HCA Employee Resource Groups
- ▶ Providing Trainings



SmartHealth DEI Activity Tiles



RAIN Spotlight: Celebrate
Pride Month

0 0

100 pts

June 1 – June 30



Autism Appreciation

0 0

50 pts

April 15 – May 14



BUILD Spotlight: Listen to
African American Voices

0 0

50 pts

February 1, - February 28

Visit [Meetings and materials](#) for the 2021 DEI activity tile outline.



Question and Answer





More Questions?

Washington Wellness

Employees and Retirees Benefits Division

wawellness@hca.wa.gov

360-725-1700