

IMPACT. EMPOWER. ADVANCE.

Women + Girls

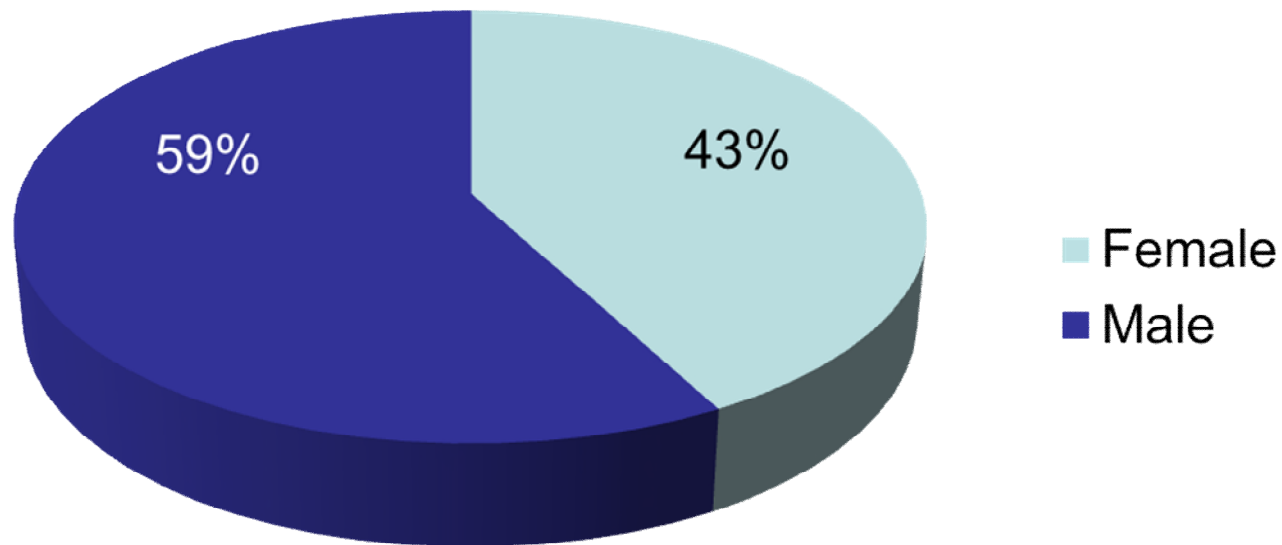
GOVERNING COUNCIL

CEO Action Plan for Diversity & Inclusion

Problem Statement

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“Everyone here is treated fairly regardless of race, gender, age, ethnic background, disability, sexual orientation, or other differences.”



Diversity

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“Diversity is about embracing differences, and recognizing the amazing things that are possible when it’s woven into an organization’s culture”



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Inclusion Starts With I

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Inclusion starts with I is a discussion around the importance of a positive, inclusive work environment. Starring a group of Accenture people, this video demonstrates that bias can appear in both expected and unexpected ways—and that **each of us has the power to make a difference.**

<https://youtu.be/2g88Ju6nkcg?t=18s>

A recent study laid out 8 inclusion factors:

1. Common Purpose
2. Trust
3. Appreciation of Individual Attributes
4. Sense of Belonging
5. Access to Opportunity
6. Equitable Reward and Recognition
7. Cultural Competence of the Institution
8. Respect

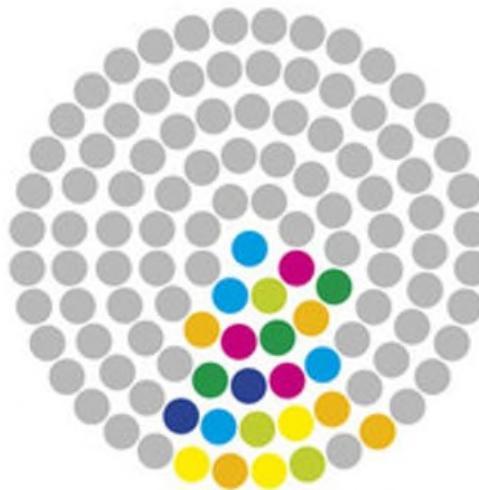
Diversity + Inclusion

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Some of the most successful diversity efforts don't start with hiring at all, they start with inclusive cultures.



EXCLUSION



INTEGRATION



INCLUSION



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Diversity + Inclusion

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Best Practices:

- Introduce diversity and inclusion early on in the employee's cycle
- Allow flexible work hours
- Employee Pledge



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The Pledge

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I Pledge to **celebrate** others' work and acknowledge that differences add value to the team;

To make an effort to **understand** multiple viewpoints, to be committed to working with those who think, act and believe differently than me;

To **acknowledge** that just because someone's experience is different than mine, it doesn't make it less valid; and

If I notice someone being left out or unfairly treated, I will **say something** because I am just as much at fault if I stand by and watch.

Recommendation

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A CEO Diversity and Inclusion Plan would start at the top and be driven throughout the agency.

This plan would solidify our CEO's Ready to Serve expectations to *respect your coworkers, all employees, the Board of Directors, and the public, and be flexible and open to change.*

Inclusive working environments are key to engaging women and men in the workplace.

Implementation

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Step 1 – CEO would announce to the agency the plan to create a Diversity + Inclusion Policy, emphasizing how it would support our business goals.

Step 2 – After the announcement, **Listening Sessions** with employees would be held throughout the agency to identify issues of exclusion and adverse ways our fellow coworkers are made to feel. This is how we would measure and refine the policy.

Step 2 – Employees take The Pledge

Step 3 – Use the 2017 Employee Survey as a benchmark

Step 4 – Plan would be managed through WGGC & OCEO with development help from Office of Civil Rights, Human Capital & Development and Communications.



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Conclusion

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CEOs from 175 Fortune 500 Companies have created the CEO ACTION for Diversity & Inclusion.

www.ceoaction.com

This is an opportunity for Metro to be the first public-sector agency to join this initiative.