

Members: 28 Agencies

Mark Adreon	Ashley Miller
Juan Alaniz	Karen Moton-Tate
Marika Barto	Tate
Carrie Basas/Rose Spidell	Paj Nandi/Katie Meehan
Curtis Bennett	Rubi Reaume
Tia Bertrand	Debbie Robinson
Laura Bradley	Jamie Robinson
Becky Daniels	Denise Ross
Gerri Davis/ Angie Strozyk	Hillary Rossi/Sharon Johnson
Kirsten Donovan	Johnson
Lori Gonzalez	Nadia Sarno
Jana Greer	Juwariyah Sou
Evette Jasper	Lonnie Spikes
Karen Johnson; Jarrod Irvin	Melisa Valdez
Kristin Kaphan	Jessica Zinda

Facilitators:

Cheryl Sullivan-Colglazier, DES/WSD
Ellis Starrett, DES/WSD
Tammy Pitre, OFM/SHR

Executive Sponsors:

Franklin Plaistowe, OFM/SHR
Michaela Doelman, DES/WSD

Partnership:

WA DEI Council – As a critical and equal partner in this work, the Council will provide:

- Recommendations to the Committee's work; and
- A DEI Council representative as a member to ensure inclusion and communication

WA Training and HR leaders
State Business Resource Groups
Various state Commissions and Councils

Charter:

Washington State Diversity, Equity and Inclusion (DEI) Committee on Learning & Training

Purpose:

In order to meet Governor Inslee's goal of continuing to build a respectful and inclusive work environment, free from harassment and discrimination, this Committee will align its work with the Policy and Data/Investigations committees ensuring we consistently build a fair and equitable foundation across the enterprise.

This Committee is charged with guiding the development of timely and informed training and targeted learning for our agencies to effectively increase knowledge and skill in the workforce to strengthen a culture of respect and inclusion.

No policy, no matter how well written, can be implemented with fidelity or effectively without adequate training and learning tailored to the workforce receiving it.

Authorizing Sources include:

Governor Inslee's Directive on Inclusive and Respectful Work Environments, 4/19/18

Guiding Values, Principles, and Practices

In alignment with the DEI Council, our work will be guided by the following values and principles:

- Diversity of thought - Ensure the thoughts can and will be shared.
- Safety – Build trust with clear boundaries so voices are invited.
- Clear focus on goals – Results orientated.
- Leadership commitment – Understand, action (take training).
- Culture of understanding and voice.
- Be comfortable in our discomfort.
- Oppression/Privilege exists
- Racism is present
- Assume good intention/Consider impacts
- Equity vs. Equality
- Trust & Support

Deliverable Workgroups

DEI Training Compliance Expectations and Tracking Compliance

Tools & Guidance

Explore Agency Needs

Integration of DEI in Other Training

Training Beyond Compliance

Our approach will focus on strategies and practices proven to increase implementation and learner success:

- Think beyond stand-alone training and apply an integrated approach to learning tools and training.
- Use data. Include data from the Employee Engagement Survey inclusion index and “value” question in 2018; 2019 HR Management Report to understand the current state of the workforce and identify potential improvements related to training.

Deliverables:

- Develop tools and guidance on DEI training to build enterprise-wide consistency in foundational areas of knowledge, skill, and mindset. Reflect a progression of expectations as employees climb the leadership ladder, and build in methods to assess the effectiveness of the courses.
- Provide guidance to update DES DEI training to meet compliance expectations.
- Provide guidance on how to integrate diversity, equity and inclusion (DEI) into other trainings, so that DEI is how we operate and not seen as a separate initiative. Consider integrating the role relationships have in the culture we are creating through core trainings, helping employees build their knowledge and skills in these areas while also reinforcing expectations set forth by the Governor and agency leaders.
- Recommend training that goes beyond compliance requirements. Explore the need to develop and deliver additional trainings, such as bystander intervention training, trauma-informed interviewing, and management power and privilege awareness.
- Ascertain that all agencies are tracking compliance with required trainings. Provide guidance on tracking approaches for beneficial enterprise data.
- Explore what agencies need from learning and training to be successful to and determine if there are additions to the list of deliverables

Role of Participant:

- Engage peers in discussion on enterprise issues to represent the full enterprise perspective
- Actively participate in the work of the Committee
- Support Committee decisions in and outside of meetings

Decision Making Approach:

The committee will strive to make every decision using a consensus based process. Votes will be given with a thumbs up for full agreement, with a thumb to the side indicating support to move forward, and a thumbs down if the committee member cannot support moving forward with the decision.

If consensus is not found on the first vote, a discussion will be had to hear the voice of the member(s) unable to support the decision and to see if adjustments can be made to reach consensus. If the committee cannot reach consensus after the same issue has been raised, discussed, and voted on three times, the committee will move to a majority rules vote.

Schedule:

Full Committee Meetings – Monthly

2nd Wed. of the month, 200-400 pm

Workgroups – TBD

First deliverables – Fall 2019

Next steps determined at that time