Diversity and Inclusion (D & I)
Learning Opportunities

Unified Personnel Board Meeting
February 6, 2020
Human Resources Vision, Mission & Values

- **Vision** - Position Pinellas County Government as a top-choice employer in the Tampa Bay region

- **Mission Statement** - Cultivate a diverse, talented and engaged workforce prepared to effectively serve the citizens of Pinellas County

- **Values** - Earn a reputation as a trusted solution partner through every interaction by demonstrating: Credibility, Fairness, Respect and Service
What is Diversity?

Diversity is understanding, accepting, and valuing difference between people including:

- The full spectrum of human demographic differences – race, religion, gender, sexual orientation, age, socio-economic status or physical disability

- And lifestyles, personality, characteristics, perspectives, opinions, family composition, and education level, too
What is Inclusion?

Inclusion is very different from diversity:

- Refers to a cultural and environmental feeling of belonging
- Employees feel appreciated for their unique characteristics and are comfortable sharing their ideas and other aspects of their true and authentic selves
As a Harvard Business Review Article put it:

“In the context of the workplace, diversity equals representation. Without inclusion; however, the crucial connections that attract diverse talent, encourage their participation, foster innovation, and lead to business growth won’t happen.”

Harvard Business Review article: Diversity Doesn’t Stick Without Inclusion. February 01, 2017
An Effective D & I Culture is Vital

- Creates innovative solutions
- Builds strong relationships
- Encourages employees to feel valued, respected, and motivated to fully participate
- Increases productivity and engagement
- Improves service level success
- Helps to attract, acquire, develop and retain employees
Growing D & I Through Awareness
D & I Best Practices

- Fair treatment
- Equal access to opportunity
- Teamwork and collaboration
- A focus on innovation and creativity
- Organizational flexibility, responsiveness, and agility
- Conflict resolution processes that are collaborative
- Diversity education and learning opportunities
New Employee Orientation

- Employees are introduced to diversity and inclusion on day #1
- Why we care and how we define it
- Expectations set as to how employees can support, commit, and engage
Continuous Learning Opportunities

How we bring D & I into the classroom:
- Incorporate different learning modalities
- Equal access to opportunities
- Celebrate diversity and inclusion
- Encourage different perspectives

Through:
- Instructor-led learning
- Online learning available 24/7
- Blended learning path programs
Specific Learning Opportunities

- Supervisor & Manager Boot Camp
- 15 classes currently offer D & I components

- Bullying in the Workplace
- Breakthrough Listening
- Dealing with Ambiguity
- Diversity & Inclusion in the Workplace
- Emotional Intelligence
- It’s Not Just the Law – It’s What’s Right: Pinellas County’s Anti-Harassment Policy
- Managing Relationships
- Meeting Management
- Multigenerational Workplace
- Myers-Briggs Type Indicator
- Performance Management
- Perspectives
- Team Building
- True Colors
- Workplace Harassment, Discrimination, Bullying & Violence: What You Need to Know
New Class Launches in April 2020

- Diversity & Inclusion in the Workplace
  - Defines diversity
  - Outlines the advantages of diversity
  - Recognizes the 4 focuses of cultural competence
  - Interprets inclusion
  - Identifies bias
  - Examines unconscious bias
In Conclusion

“Diversity and Inclusion is a top-to-bottom business strategy – not just an HR program.”

Josh Bersin, August 29, 2018