

**DNRP 2014 Equity and Social Justice Work Plan – *final* v3-24-14**

| Objectives   | Description of Commitment(s)   | Indicators of Success  | Expected completion  |
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| <b>Objective 1:</b><br><b>Diversify workforce composition</b>  | 1. Update targets for diversity in workforce composition<br>2. Extend recruitment activities at Diversity fairs, via professional diversity network and via ethnic affinity groups at local community colleges<br>3. Expand the number diverse young adults exposed to and involved with utility and natural resource employment via: <ul style="list-style-type: none"> <li>WLRD DCHS Training partnership for YouthSource Students G.E.D. and Summer Youth</li> <li>Utilize WTD ‘Operator in Training’ program to assist in diversity recruitment</li> </ul> 4. Review/consider expanding policy for education tuition support<br>5. Continue comprehensive outreach in recruitment of new employees.<br>6. Develop ongoing relationships with job resource providers capable of supporting potential applicants.<br>7. Continue best ESJ practices in recruiting, interviewing, coaching and hiring new employees and in developing/promoting current employees | 1. Updated workforce composition targets (dept/div) adopted<br>2. Job postings shared through traditional/non-traditional channels.<br>3. Number of diverse youth and young adults participating and/or placed in jobs<br>4. Review complete<br>5. Additional outreach resources identified and utilized<br>6. Job resource providers increasingly connect candidates to DNRP jobs<br>7. Continued use of Lominger HR practices in all recruitments, position listings and interviews, including Implicit Bias training for interview panels   | 1. Q2<br>2. Ongoing<br>3. Ongoing<br>4. Ongoing<br>5. Q1<br>6. Ongoing<br>7. Ongoing |
| <b>Objective 2:</b><br><b>Engage and train employees to improve workplace inclusivity</b>  | 1. Deliver cultural competency training (to advance inclusivity internally and in community engagement practices)<br>2. Evaluate employee survey for problem areas and/or conduct equity audits to better understand workplace equity readiness gaps<br>3. Facilitate internal employee communication on ESJ goals, resources and progress<br>4. Expand delivery of ESJ training to leadership and staff<br>5. Identify and utilize tools/curriculum for exploring ESJ in a staff meeting context  | 1. Number of staff that completed training<br>2. Analysis and/or audit findings that characterize employee ESJ engagement levels and organizational ESJ readiness<br>3. Resources exist that help make ESJ work visible in DNRP work places, including invitations to all staff to attend ESJ events or mtgs<br>4. Develop/deliver cultural competency and ESJ Policy to Practice training for workgroups<br>5. Extent that resources are developed and being used in staff meeting context  | 1. Q4<br>2. Ongoing<br>3. Q1<br>4. Ongoing<br>5. Ongoing                             |
| <b>Objective 3:</b><br><b>Strengthen community outreach and engagement</b>   | 1. Explore the feasibility and best approaches to assembling a network of liaisons to Limited English Proficient (LEP) communities and residents<br>2. Increase inclusivity of Boards and Commissions<br>3. Learn more about LEP communities’ preferences for communication with local government agencies<br>4. Increase translation and trans-creation especially in public safety programs<br>5. Deliver Tribal Relations training  | 1. DNRP Community Engagement Task Force develops recommendations and early development steps are initiated<br>2. Increasingly diverse community representation on DNRP Boards and Commissions<br>3. Assessment completed with basic findings about preferences<br>4. Additional printed, on-line, and in-person resources available in multiple languages<br>5. Improved fluency with how Tribal considerations relate to King County policy objectives  | 1. Q3<br>2. Ongoing<br>3. Q4<br>4. Ongoing<br>5. Q4                                  |
| <b>Objective 4:</b><br><b>Drive equity considerations into routine business - policy development, operational improvements, and CIP program/project implementation</b> | 1. For selected discretionary programs, determine an approach for gathering information about program and facility utilization by customer type<br>2. Support/guide Equity Impact Review tool update process so it includes alternatives analysis and is tailored for CIP, policy development, operational adjustments, and education/social marketing<br>3. Apply the equity impact review approach to routine business processes<br>4. Prioritize pro-equity Park system enhancements  | 1. Selected discretionary products/services/facilities have a plan or identified approach to building baseline information about service distribution/program utilization by customer type or location<br>2. Improved guidance is available and increasing utilized for routine business decisions<br>3. ESJ considerations are increasingly addressed in routine institutional processes, e.g. planning, policy development, facility siting and design, operations, partnerships, and social marketing<br>4. Advance Lake to Sound Trail development, community engagement and design of synthetic fields at Steve Cox Memorial Park at White Center | 1. Ongoing<br>2. Q2<br>3. Ongoing<br>4. Ongoing                                      |