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# BEYOND DIVERSITY: AN INCLUSIVE WORKFORCE FOR THE 21<sup>ST</sup> CENTURY

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# WHO IS ADAMS COUNTY?

**Diverse!** Urban, suburban and rural county

**Growing!** Grew 16% between 2010-2018



# D, E, and I?

**Diversity:** the condition of having or being composed of differing elements, values, experiences, knowledge, and strengths; acknowledging each individual, and recognizing their individuality

**Equity:** giving everyone what they need to be successful

**Inclusion:** the purposeful intent to embrace all people, including those who might be marginalized by race, color, national origin, ancestry, religion, spiritual belief, creed, sex, sexual orientation, genetic information, gender identity, gender expression, age, disability, veteran status, or any other legally protected characteristics

# Why does this matter?

## The research is clear:

Reducing bias leads to better results.

Reducing bias and increasing inclusion increases employee engagement.

Diversity can help teams become more nimble.

Inclusion can drive innovation.



*And, in Adams County, it is explicitly aligned to our vision:  
Adams County is the most innovative and inclusive  
county in America for all families and businesses.*


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# Adams' DEI Programs and Policies

- **A-Proud.** The DEI Council for Adams County.
- **Cultural Humility.** A full-day training required for all employees.
- **Additional trainings** for individual contributors, leaders and teams. Including: unconscious bias, leading for DEI, imposter syndrome.
- **Affinity Groups** and Targeted **Mentoring** Programs.
- Supporting Hiring Managers to **Minimize Bias in Application Process**

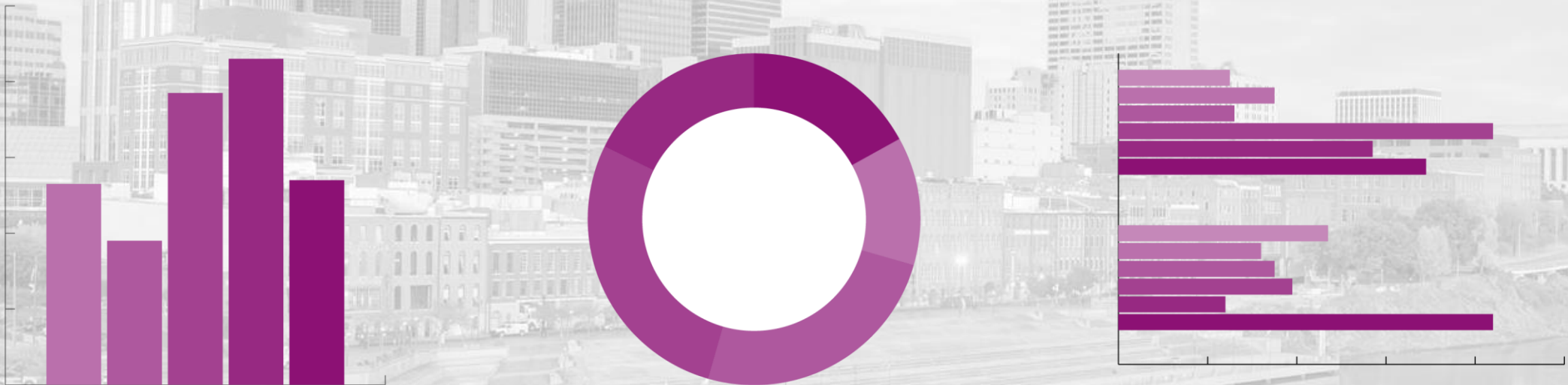




How does Adams County  
utilize data and analytics to  
improve outcomes around  
diversity, equity, and inclusion?

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- Are our programs achieving what we intend them to?  
How do we know?
- Moving beyond assumptions and anecdotal evidence
- Utilizing program evaluation, inferential statistics, and statistical modeling to measure and assess interventions







# The Power of Data

1

## Hiring

Is our hiring process  
fair/unbiased?  
Logistic regression

2

## Retention and Promotion

What are the drivers that  
help us retain  
employees?  
Multivariate regression

3

## Compensation

Are we paying equitably?  
What is the impact of  
institutional racism and  
bias in our compensation  
system?  
Multivariate regression

4

## Engagement

What are the drivers of  
engagement for different  
groups of employees?

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# ARE WE LISTENING?

- Analyzing data centered on participation, engagement, opportunity, etc
- How do our employees interact with the organization? How is that interaction different between groups?
- How can we utilize this data to improve DEI outcomes?



# GETTING SMARTER TOGETHER TABLE DISCUSSION

What ways are you measuring the impact of  
your DEI efforts?

What is possible in this space?





your  
ah ha!  
moment

BIG IDEAS AND  
TAKE-AWAYS  
FROM YOUR  
GROUP  
DISCUSSION?

# THANK YOU

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