BEYOND DIVERSITY: AN INCLUSIVE WORKFORCE FOR THE 21\textsuperscript{ST} CENTURY

Raymond Gonzalez, Debbie Hearty, Matt Rivera, Max Cercone
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.
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?
• 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?
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?
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

Matt Rivera
mrivera@adcogov.org

Debbie Hearty
dhearty@adcogov.org

Max Cercone
mcercone@adcogov.org