



COUNTY OF HUMBOLDT

For the meeting of: 12/17/2024

File #: 25-2

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

Vote Requirement: Majority

SUBJECT:

2024 Diversity, Equity, and Inclusion (DEI) Assessment Results

RECOMMENDATION(S):

That the Board of Supervisors:

1. Receive and file the results of the 2024 Diversity, Equity, and Inclusion Organizational Assessment.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3003 - Enhance employee recruitment and retention

DISCUSSION:

On July 14, 2020, your Board directed staff to "Identify Strategies to Promote and Increase Diversity, Equity, and Inclusion" (DEI) with the express intention to "explore, prepare and develop strategies and practices to support a diverse workplace and harness the benefits of diversity and inclusion to achieve organizational excellence." Since this direction was given, the Office of Human Resources has worked diligently with county staff and departments to create an inclusive workplace environment where staff can bring their whole selves to work.

In 2021, Human Resources partnered with Dr. Issac Carter and Coaching Imperative, Inc. to design and conduct our inaugural Diversity, Equity, and Inclusion (DEI) Organizational Assessment. Results of this assessment were shared with your Board at the July 19, 2022 meeting. In the intervening time, Human Resources has taken a number of actions and designed, developed, and implemented several organizational initiatives designed to support your Board's direction and create a workplace which values diversity.

The 2024 Organizational Assessment is intended to evaluate the workplace in terms of leadership, career development, policies and procedures, diversity, equity, and inclusion, and belongingness to identify areas of progress and areas of further need. This will allow for the county to provide an optimized workplace experience that supports county employee recruitment and retention goals and Workplace and Operational Excellence. Results of the assessment indicate significant progress was obtained in key areas that include Policies and Procedures and Training and Education. Conversely, challenges in Executive Leadership Commitment to Diversity, Equity and Inclusion, and Career Development.

SOURCE OF FUNDING:

Risk Management (359)

FINANCIAL IMPACT:

| Expenditures (3520-359) | FY23-24 | FY24-25 Projected* | FY25-26 Projected* |
|---|----------------|---------------------------|---------------------------|
| Budgeted Expenses | \$15,000 | <u>\$15,000</u> | <u>\$0.00</u> |
| Additional Appropriation Requested | 0 | <u>\$0</u> | <u>\$0</u> |
| Total Expenditures | \$ 15,000 | <u>\$15,000</u> | <u>\$0.00</u> |

**Projected amounts are estimates and are subject to change.*

| Funding Sources (3520-359) | FY23-24 | FY24-25 Projected* | FY25-26 Projected* |
|--|-----------------|---------------------------|---------------------------|
| General Fund | | | |
| State/Federal Funds | | | |
| Fees/Other (Charges for Services) | <u>\$15,000</u> | <u>\$15,000</u> | <u>\$0.00</u> |
| Use of Fund Balance | | | |
| Contingencies | | | |
| Total Funding Sources | <u>\$15,000</u> | <u>\$15,000</u> | <u>\$15,000</u> |

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

The source of funding for the Consultant, Coaching Imperative LLC was budgeted in FY 23-24 and FY 24-25 to complete the organizational DEI assessment for all County departments and employees being presented with this agenda item. While this agenda item does not recommend any direct investments, actions taken by the Board may require expenditures that impact the General Fund and other county funds moving forward in FY 25-26.

STAFFING IMPACT:

None

Narrative Explanation of Staffing Impact:

None.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

2024 DEI Assessment report.

PREVIOUS ACTION/REFERRAL:

Meeting of: July 19, 2022

File No.: 22-929