



# **DEI Activities Finance Department**

## **DEI Committee**

**April 30, 2024**

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- **Finance vision - Commitment to Diversity, Equity and Inclusion in 2022**
  - **Mission**
    - **Build deeper connections**
    - **Develop awareness and training opportunities**
  - **Volunteer based, Finance team members**
    - **Created with 4 members having grown into 7 engaged participants**
    - **Inclusive of newly integrated Public Works Finance staff**

## Finance Department's Commitment to Diversity, Equity and Inclusion

**Our goal is to create a welcoming and accommodating work environment by leveraging the diverse strengths and contributions of each team member. We are steadfast in our commitment to continuous education aimed at raising awareness about biases that may impact the equitable implementation or application of policies and procedures while fostering an inclusive culture where everyone is respected and feels empowered to achieve success.**

# DEI Learning & Training



- **Closing FY2023 with completion of 19 Topics in Online Training Platform**
  - **Catalog of over 3,000 developmental topics**
  - **Easy to use and customize**
  - **View short videos/classes**
  - **Successful completion of brief Quiz**
  - **Positive feedback from staff**

- > [Building Trust Through Communication](#)
- > [Determining the Styles of Others](#)
- > [DISC: Introduction to DISC](#)
- > [DISC: Questionnaire](#)
- > [Equity in the Workplace: 01. Equality vs. Equity](#)
- > [Equity in the Workplace: 02. Implementing Equitable Practices at Work](#)
- > [Isms: Avoiding Isms in the Workplace](#)
- > [Isms: Exploring Isms in the Workplace](#)
- > [Isms: Overcoming Isms in the Workplace](#)

# DEI Awareness Opportunities

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- **Finance Group Activities**
  - **Build Trust**
  - **Strengthen Communication**
  
- **Open forum Roundtable Discussions**
  - **Micro Aggressions**
  - **Implicit Bias**
  
- **Ongoing and Interactive Engagement**
  - **Dedicated TEAMS page**
  - **Annual DEI Calendar**

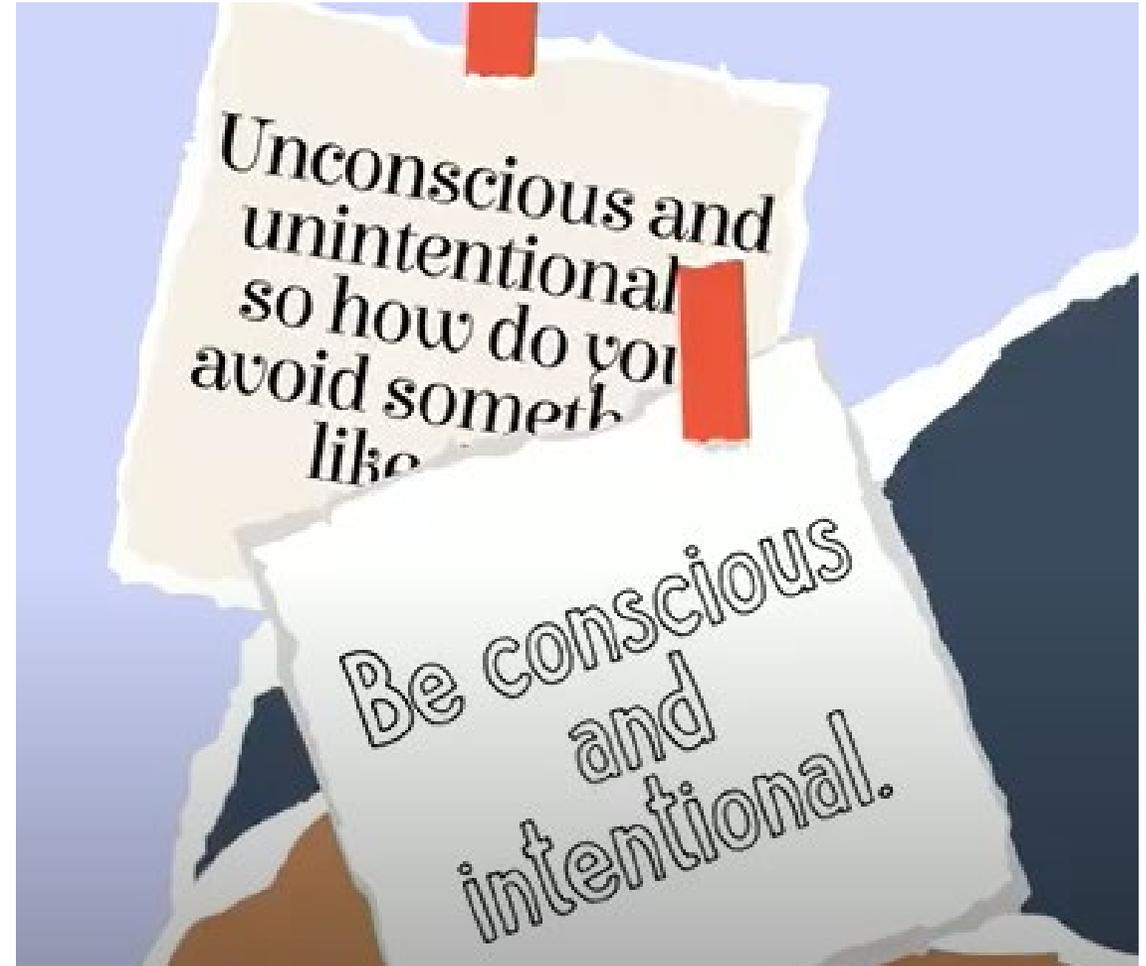
# Group Activities

- **Interactive engagement**
  - **Participation in enrichment activities**
- **Group team building**
  - **Virtual and In-Person**



# Encouraging Discussion

- **Creating safe space for peers to engage in meaningful conversation**
  - **Interactive Team Huddles**
  - **Quarterly Roundtables**
- **Team building**
  - **Virtual and In-Person**
  - **Vulnerable, open, and honest conversations**



# Moving Forward

- **Continued education and awareness**
  - **Completing at least 15 online classes for FY2024**
  - **Engaging in meaningful conversations**
- **Increased engagement**
  - **Interactive group activities**
  - **Continuing the conversation**
  - **Dedicated TEAMS channel**
  - **Build solid foundation to create enthusiastic staff willing to share knowledge and grow with the Countywide effort to increase DEI awareness**





**Questions**