



Diversity, Equity and Inclusion Initiatives

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Executive Sponsor, LCHD Inclusion & Diversity Council

Overview

01

Review of Staff Diversity

02

Employee Perceptions

03

Inclusion and Diversity
Council Efforts



LCHD Staff Diversity

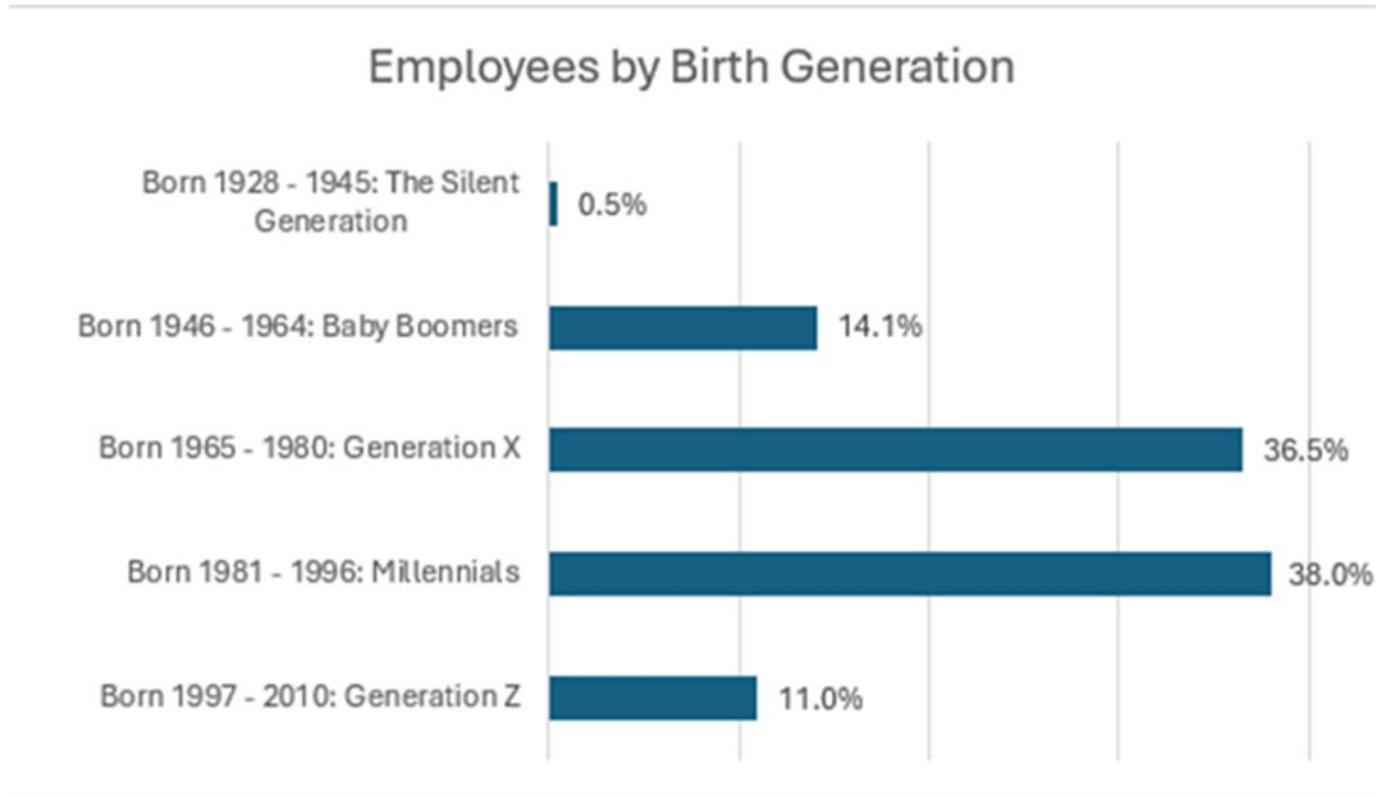
By Race combined with Ethnicity

American Indian or Alaskan Native	0.5%
Asian	6.2%
Black or African American	10.7%
Hispanic or Latino	37.6%
Native Hawaiian or Other Pacific Islander	0.2%
Preferred Not to Disclose	2.4%
Two or More Races, Mixed or Multiracial	1.4%
White	40.9%
Total Employees:	866

Over 80% Female

LCHD Staff Diversity

By Generation



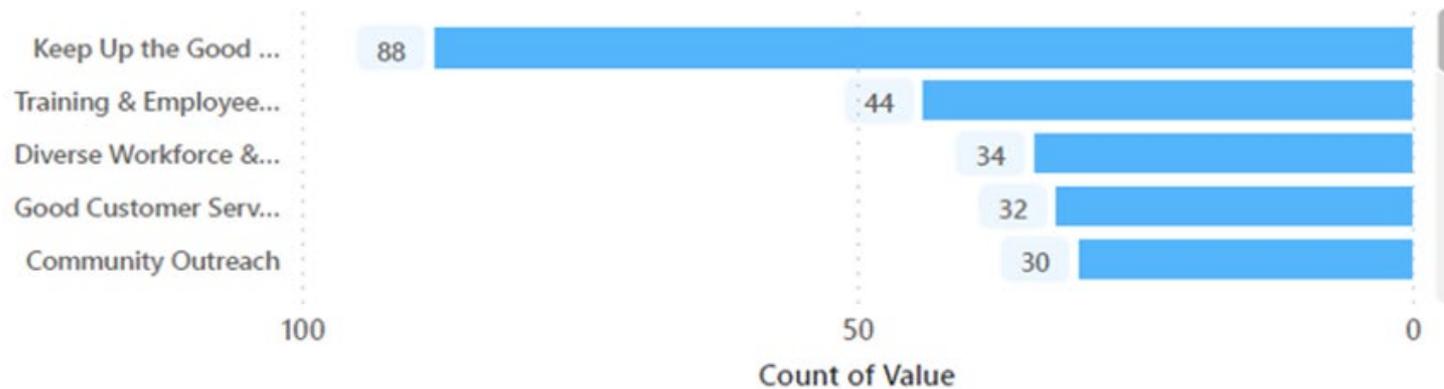
2023 Lake County Health Department Employee Engagement Survey Results

88%

2021 Favorability: 85% (+4.29%)

What are some things that we can do to help employees and members of our community from all races, religions, beliefs, communities, and sexual orientations feel welcome here?

Survey Year ● 2023



2023 Lake County Health Department Employee Engagement Survey Results

- “My agency is committed to Diversity, Equity and Inclusion.”: **88%**
- “Overall LCHD treats clients/customers/patients of diverse backgrounds fairly.” : **89%**
- “LCHD employees demonstrate respect for all dimensions of diversity in their interactions with one another.”: **88%**





Monthly Meetings



Newsletter and Holiday Recognitions



Coffee, Tea, and Me



Book Club



Orientation Education



Human Rights Campaign Recognition



Policies



LakeCounty

Health Department and
Community Health Center



3010 Grand Avenue, Waukegan, Illinois 60085
(847) 377-8000
health.lakecountyil.gov



HealthDepartment



LakeCoHealth



LakeCoHealth



HealthDepartment



LakeCountyTV