



Lake County Public Works Diversity & Inclusion Committee

Committee Overview

Department of Public Works

April 30, 2024

Presentation Outline

- **Department Background**
- **Committee Charter**
- **Action Plan**
- **Biannual Survey Findings**
- **Future Plans**

Department Background

Mission & Team



Public Works Mission:

Deliver exceptional, financially sustainable, reliable, drinking water and wastewater services in a safe manner, ensuring high quality service, public health and environmental stewardship.

Diverse Team:

- **97 FTE's & 2 PTE's**
- **Rich diversity of backgrounds and experiences**

Department Background

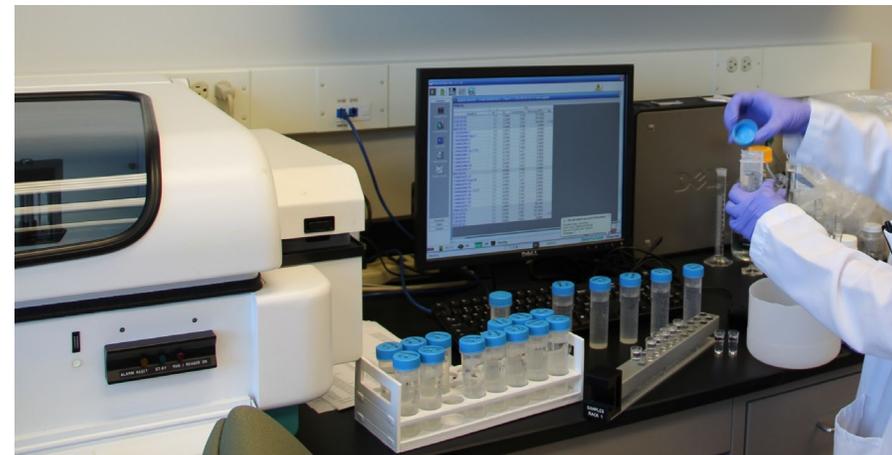
Staff Dynamics

Remote Collaboration:

Staff report to different sites, and some teams have limited business interaction

Varied Roles:

We embrace a blend of blue-collar and white-collar roles, each contributing uniquely to our department's mission and fostering mutual respect



Committee Charter



**2021 PUBLIC WORKS ACTION PLAN
PROJECT CHARTER**

Initiative – Diversity & Inclusion

I. Project General Description
The 2021 objective of the Diversity and Inclusion Action Team is to identify diversity and inclusion strengths, issues and opportunities within the Lake County Public Works Department (LCPW). Future objectives will be to evaluate ways in which we include and exclude our colleagues (however unintentionally) and to examine ways to enhance LCPW's diversity and inclusion.

II. Project Background
Lake County is committed to fostering, cultivating and preserving a culture of diversity and inclusion. In 2020 the Lake County Board adopted a Diversity and Inclusion Policy, which sparked a conversation about how to implement the policy. By championing the initiative and identifying opportunities to celebrate our successes and how to direct our efforts, LCPW will take a leadership role.

Diversity and inclusion make everyone feel equally involved and supported in all areas of the workplace. Having a diverse staff and including all team members enhances the effectiveness of our team. Diverse viewpoints allow us to better serve the public, and every team member deserves to feel included in our mission and LCPW community.

Fast Facts:

- **Established in 2021**
- **Every workgroup is represented**

Goals:

- **Promote diversity & inclusion**
- **Measure progress**
- **Actions supported by all Committee members**

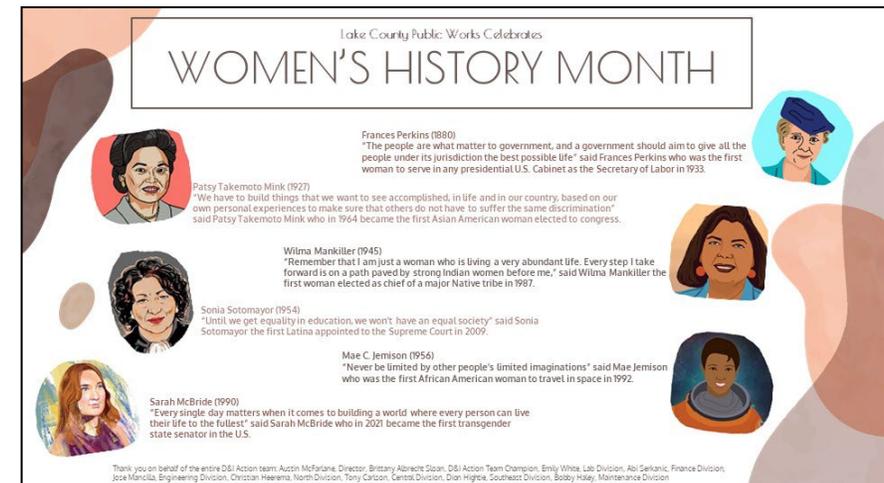
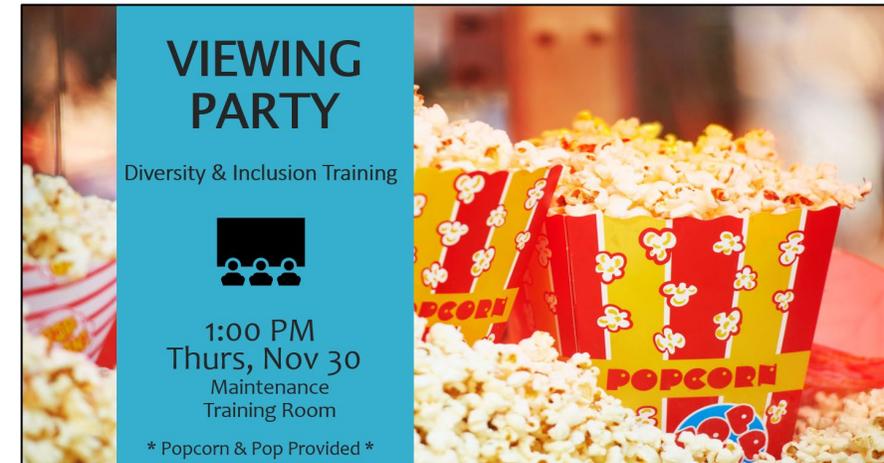
Annual Action Plan

Annual Action Plans:

- Monthly newsletter announcements
- Candid team conversations
- Biannual survey

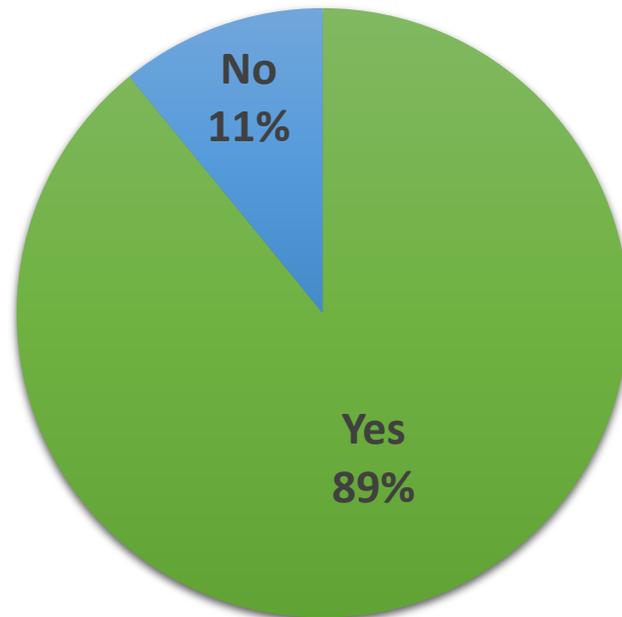
County Alignment:

- Honor the County's DEI Calendar Policy
- Department-wide training participation



Biannual Survey Findings

I can be my authentic self at work.



Objectives:

Identify strengths & areas that require improvement

2023 Findings – Strengths:

75%+ agree LCPW welcomes diversity

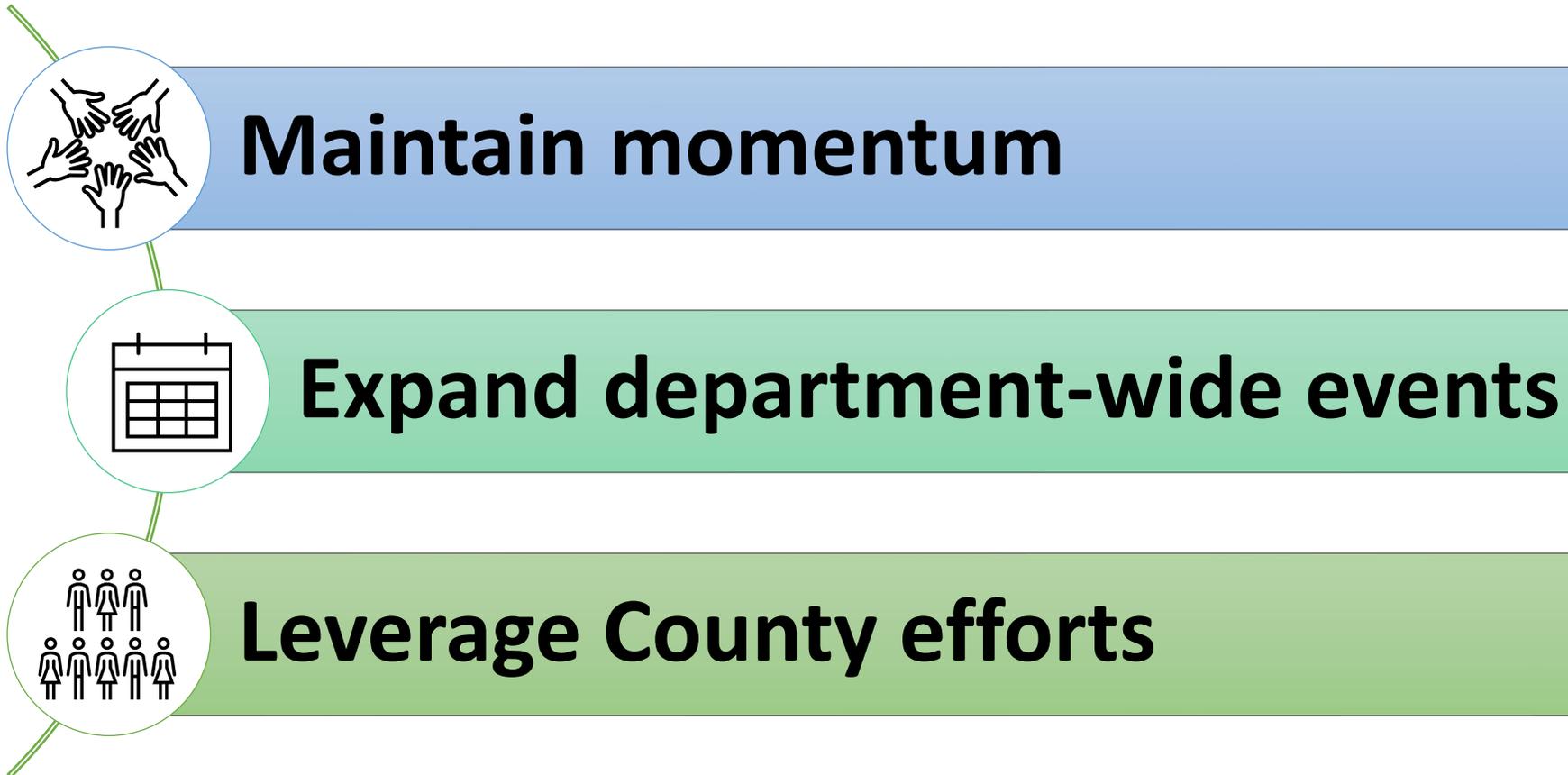
90%+ feel highly engaged in their jobs

2023 Findings – Areas to Improve:

Foster & sustain an inclusive culture

Enhance mental health support

Future Plans





Questions?