IDEAS
Inclusion, Diversity, Equity & Awareness|SPRINGFIELD

To Create a Positive Work Culture and Make DEI Achievable

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CITY OF SPRINGFIELD
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Why is DEI Important in the Workplace?

- **Culture! Culture! Culture!**
- **Employee Retention/Attraction**
- **Employee Engagement = Organizational Success**
- **Drives Employee Productivity and Performance**
- **Fosters Creativity and Innovation**
- **Organizational Talent Pool/Succession Planning**

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City's DEI Goals & Objectives

Build an organizational culture that <u>retains and attracts a diverse range of dedicated public servants</u>.

To support this goal, the City should seek to invest in its people and practices, engage the workforce by creating a transparent organizational culture in investing in workforce development.

- Provide Opportunities for engagement and growth

- Keep Employees Informed

- Increase Employee Satisfaction and Moral

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Strategy and Initiatives

- **Formation of DEI Committee**

- **Cheers from Peers**

- **Coffee & Conversation**

- **Annual Employee Appreciation Lunch**

- **Mentorship Program**

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Employee Recruitment Video

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2023 Branding

VISION

To create and nurture a diverse and inclusive organization where everyone feels safe, respected, is treated fairly, provided work-life balance, and an opportunity to excel in their chosen field of service with the City of Springfield.

MISSION

To champion diversity of our people and their perspectives and to foster a thriving workplace culture that is equitable and respectful of everyone within our organization, community and beyond.

RULES OF ENGAGEMENT

10 Rules that outline how we will engage with each other as a committee as we work together and strategize priorities and initiatives for the organization.

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2023 Branding

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2023 Initiatives
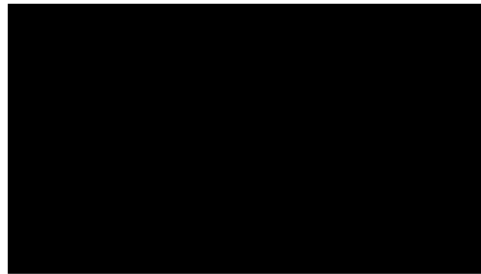
- IDEAS Connections Newsletter

- Job Shadowing Program

- Volunteer Opportunities

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2023 Initiatives

Collaborator on the Street Engagement Video

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2024 Initiatives

- **Inclusive Language Guide**

- **Employee Engagement Calendar**

- **Seminars/Training**

- **Employee Awards Program**

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What Does DEI Look Like for Your Organization?

- Is DEI a priority of your leadership?

- Does your management team have the power to voice/enact policy change?

- Is transparency evident among all levels of your organization?

- Is your organization consistent in the DEI initiatives implementation and evaluation?

- Will potential employees recognize positive organizational culture?

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Final Thoughts

- To be effective, DEI management must be strategically implemented and aligned with organizational goals.

- DEI requires investment and sustained implementation to be effective.

- The most important step with any DEI initiative is to get started and stay the course.
  - You will make mistakes
  - It's a marathon, not a sprint

- An effective DEI initiative is many small changes sustained over a long period of time.

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