

Inclusion & Diversity is Essential to our Success



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Inclusion and diversity matter

- What is inclusion?

Respected and appreciated as valuable members of their team.

- What is diversity?

Each person is unique, and recognize their individual differences.

- Why do they matter?

- Our society demands it
- It's the right thing to do
- Better business performance



Video – “A Balanced Ecosystem”



We took a broad approach

- No silver bullet solution
- Iceberg model: to get to root cause of mindsets
- Subject matter experts
- Internal & external state data
- Best in government
- Industry research & analyses
- Industry best practices



Thomas Hart Benton mural

The world as we see it, is only the world as we see it. Others may see it *differently*. –Albert Einstein

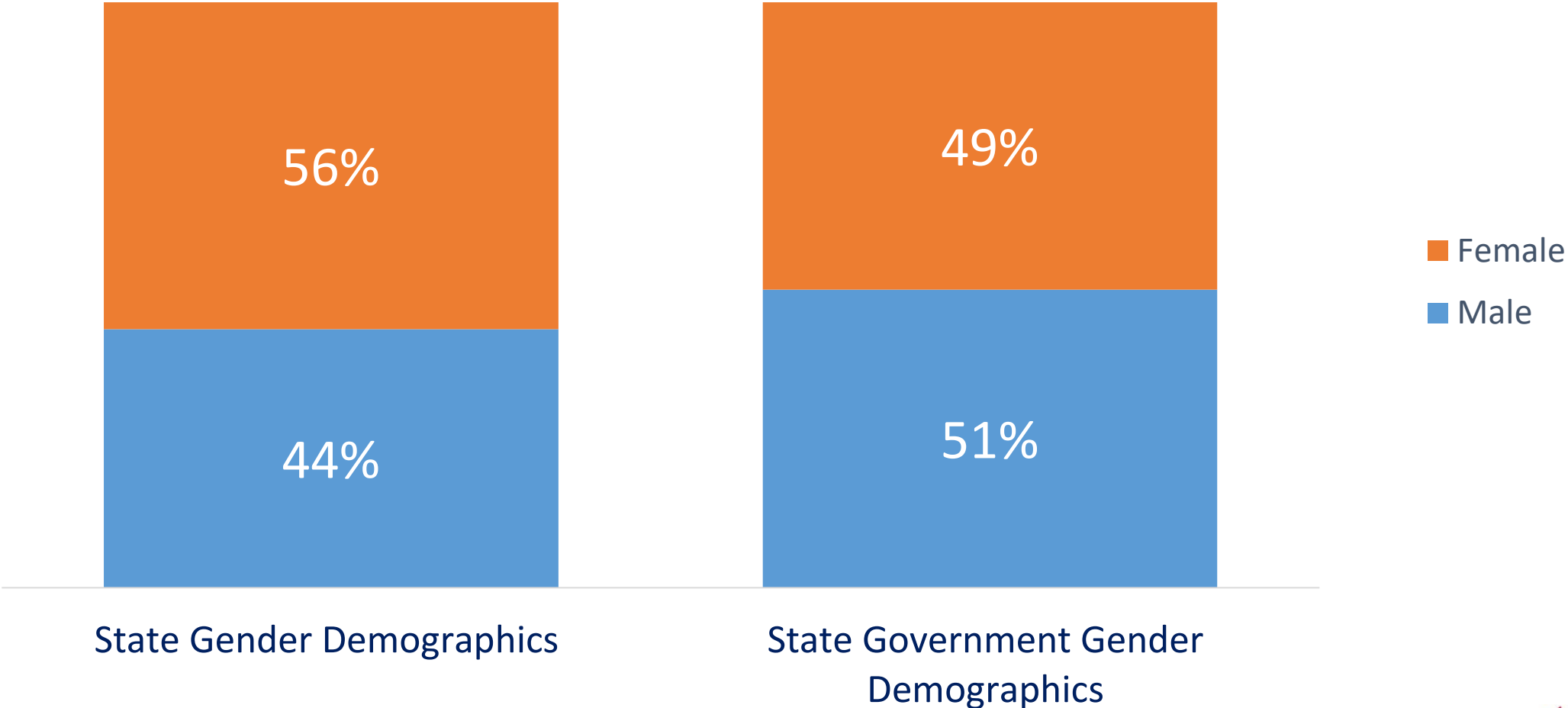


A Social History of the State of Missouri



MO population & state government gender demographics are close

Population Gender Demographic vs. State Gov. Gender Demographic

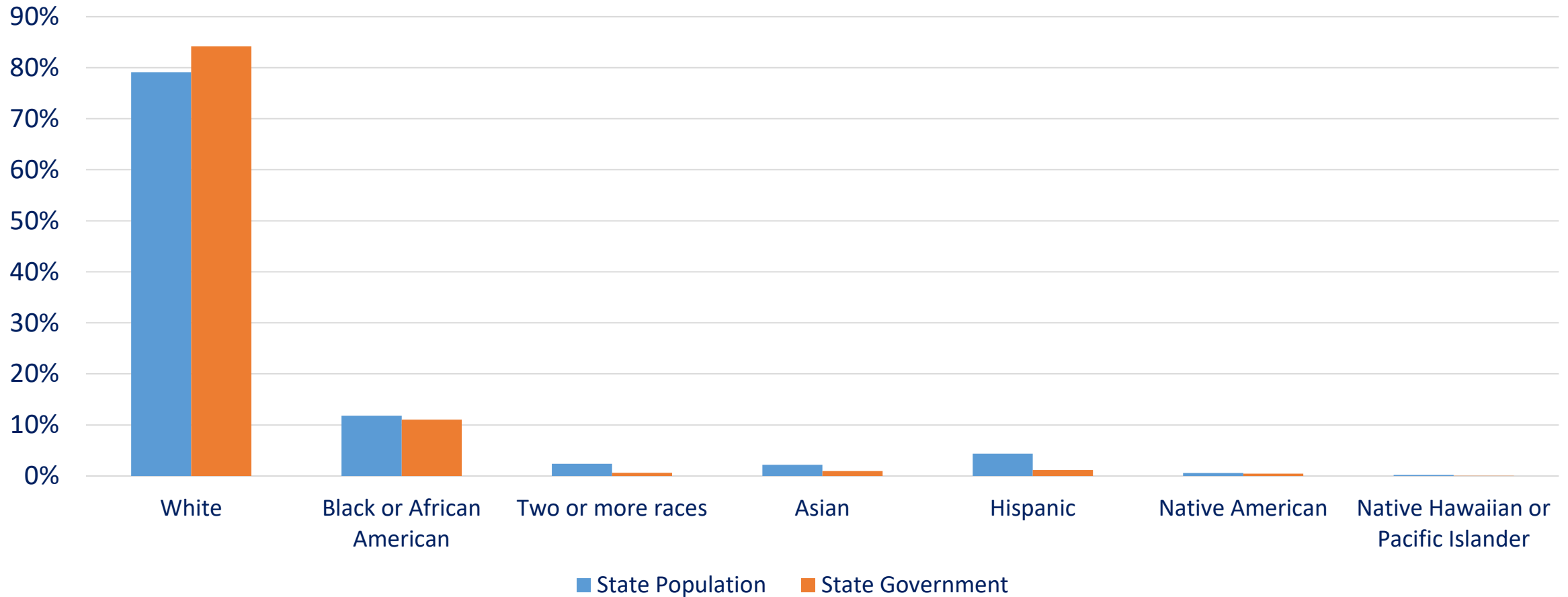


Source: Missouri Census Data and SAMII 2020



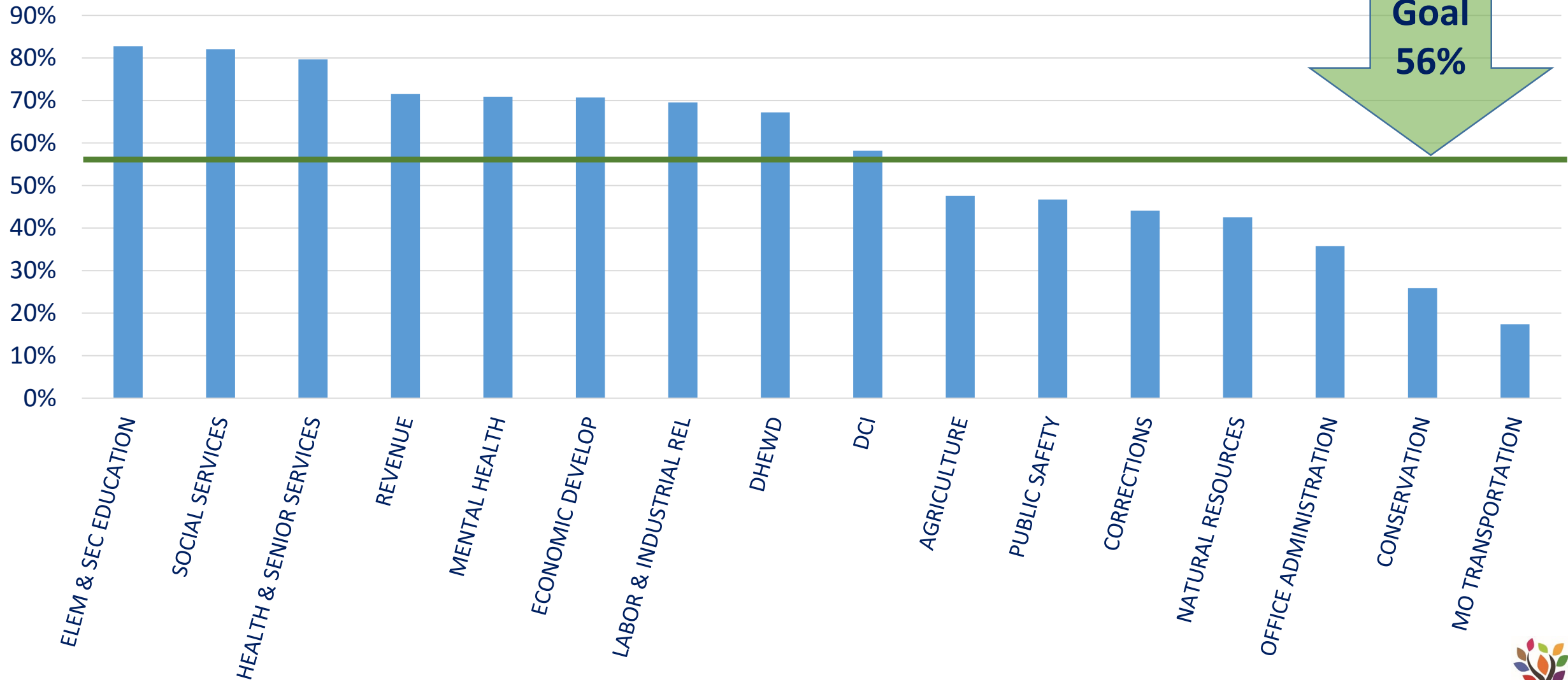
Overall, State Government & MO ethnicity population aren't far off from each other

State of Missouri Ethnicity Population vs. State Government



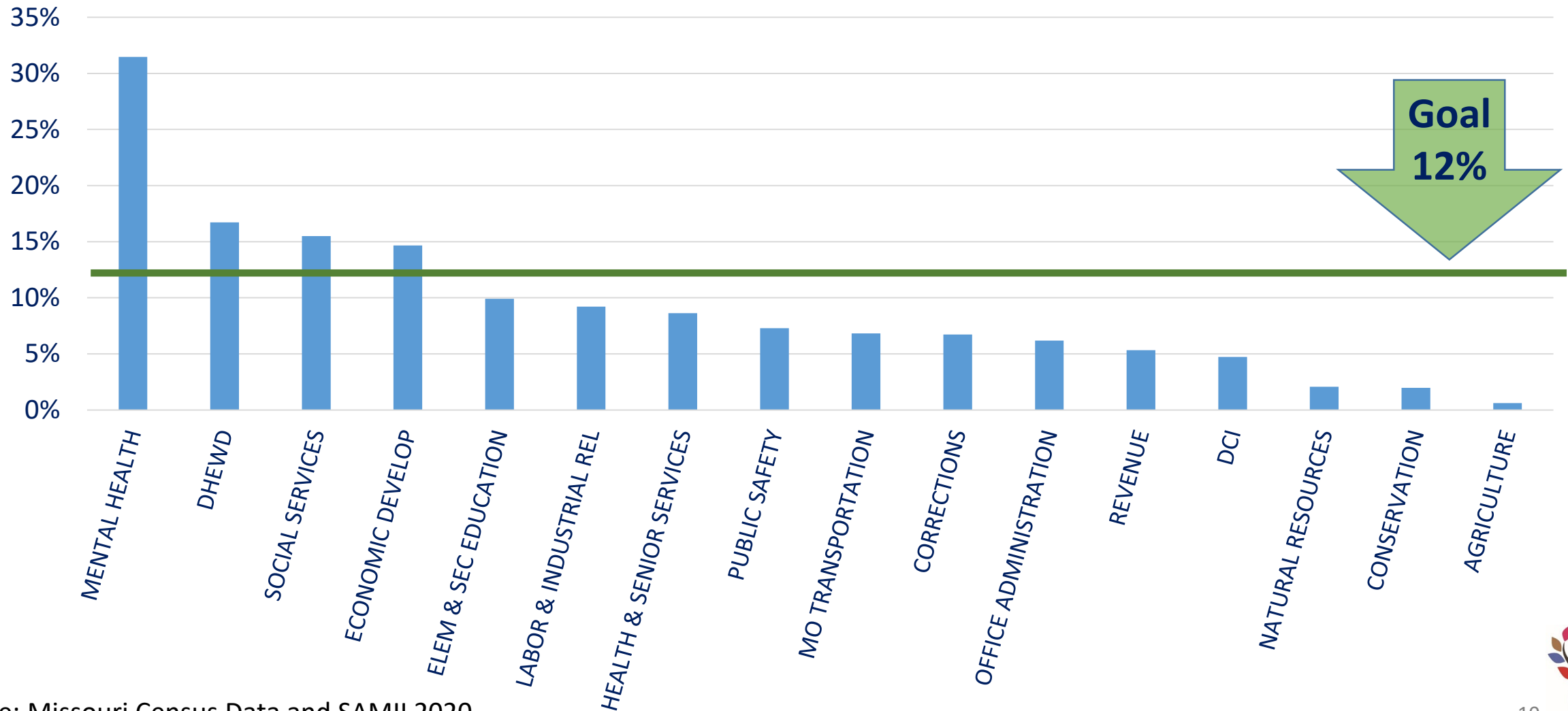
However, demographic perspectives shift at the department level

Female Demographics: MO Population vs. State Government



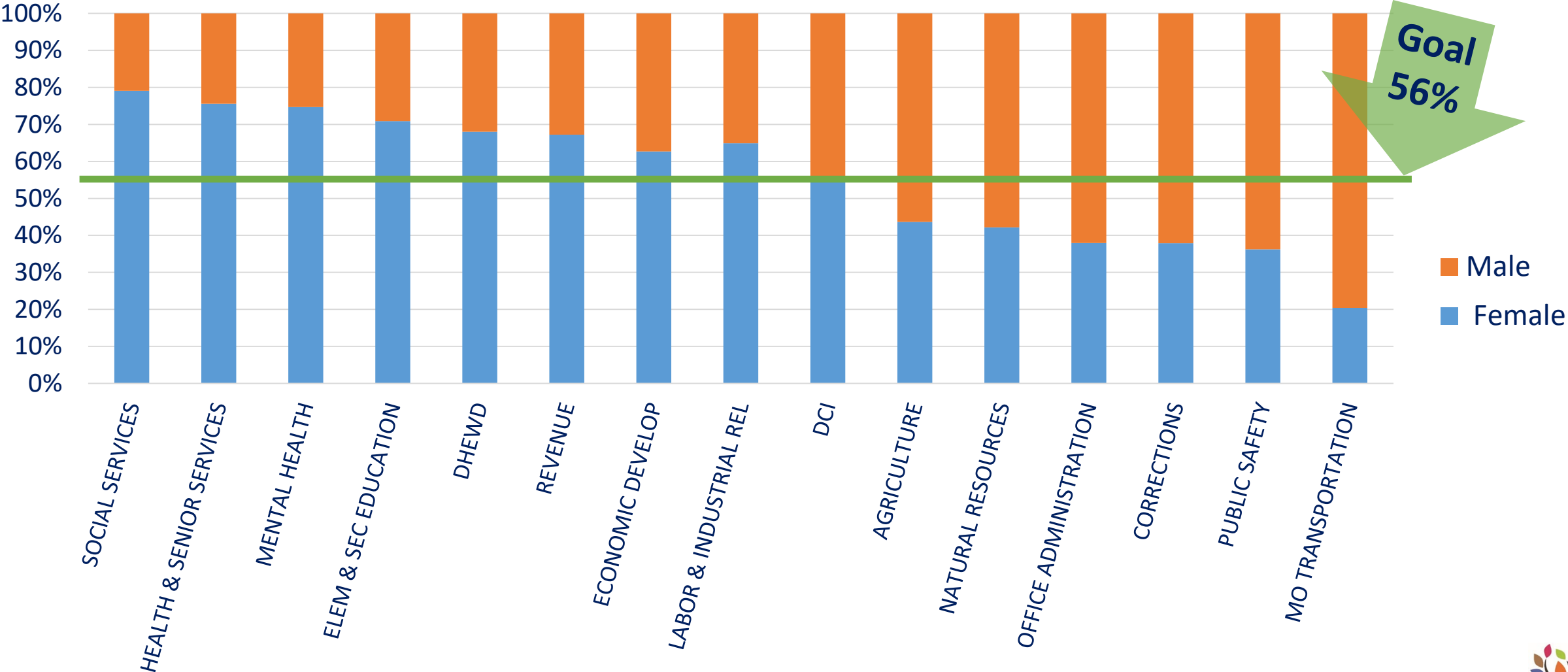
Demographic gaps are even more pronounced when we look at race

African-American Demographics: MO Population vs. State Government



Significant gap among supervisors, by gender

MO State Agency Supervisor Position Gender Diversity

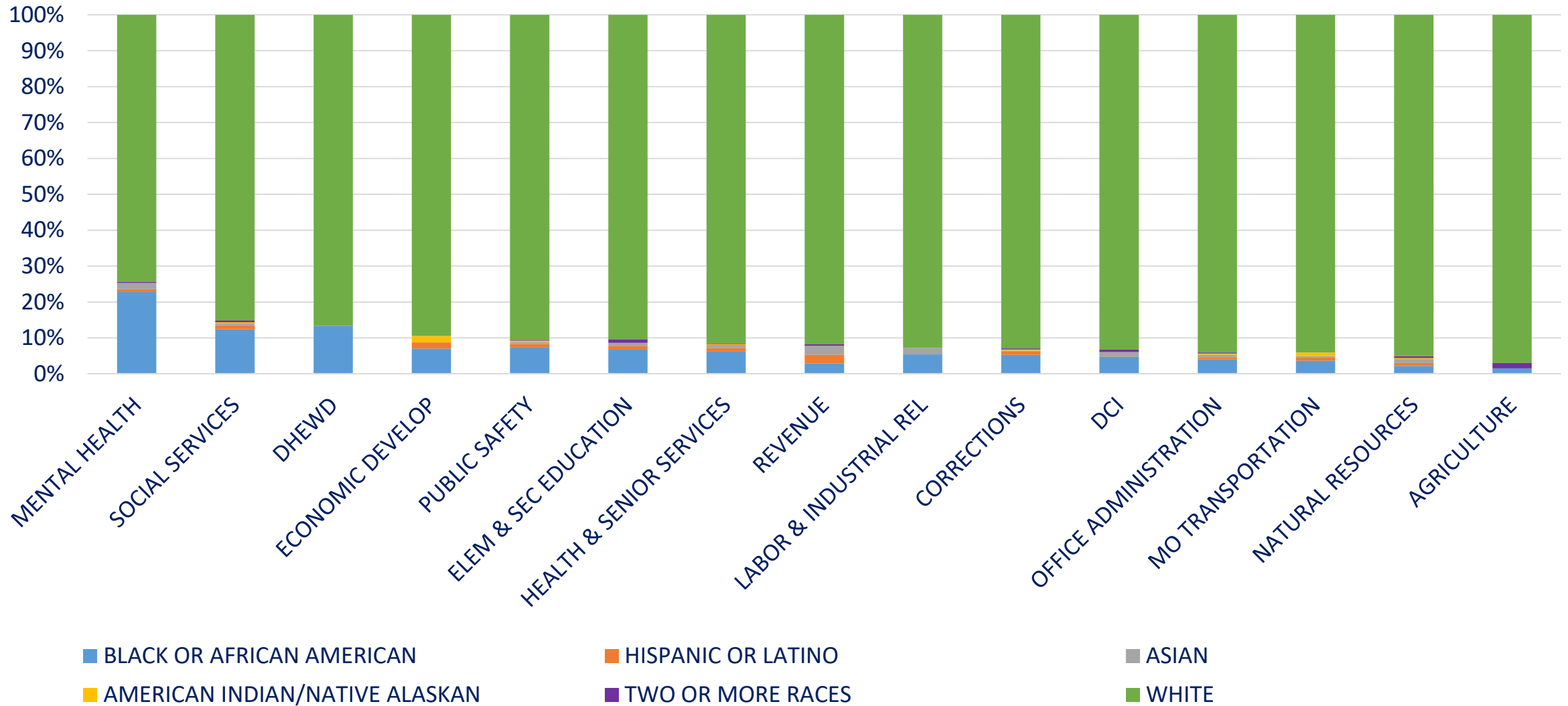


Source: Missouri Census Data and SAMII 2020



And even more significant gap for supervisors, by ethnicity

Ethnicity Diversity: MO's State Agency Supervisors

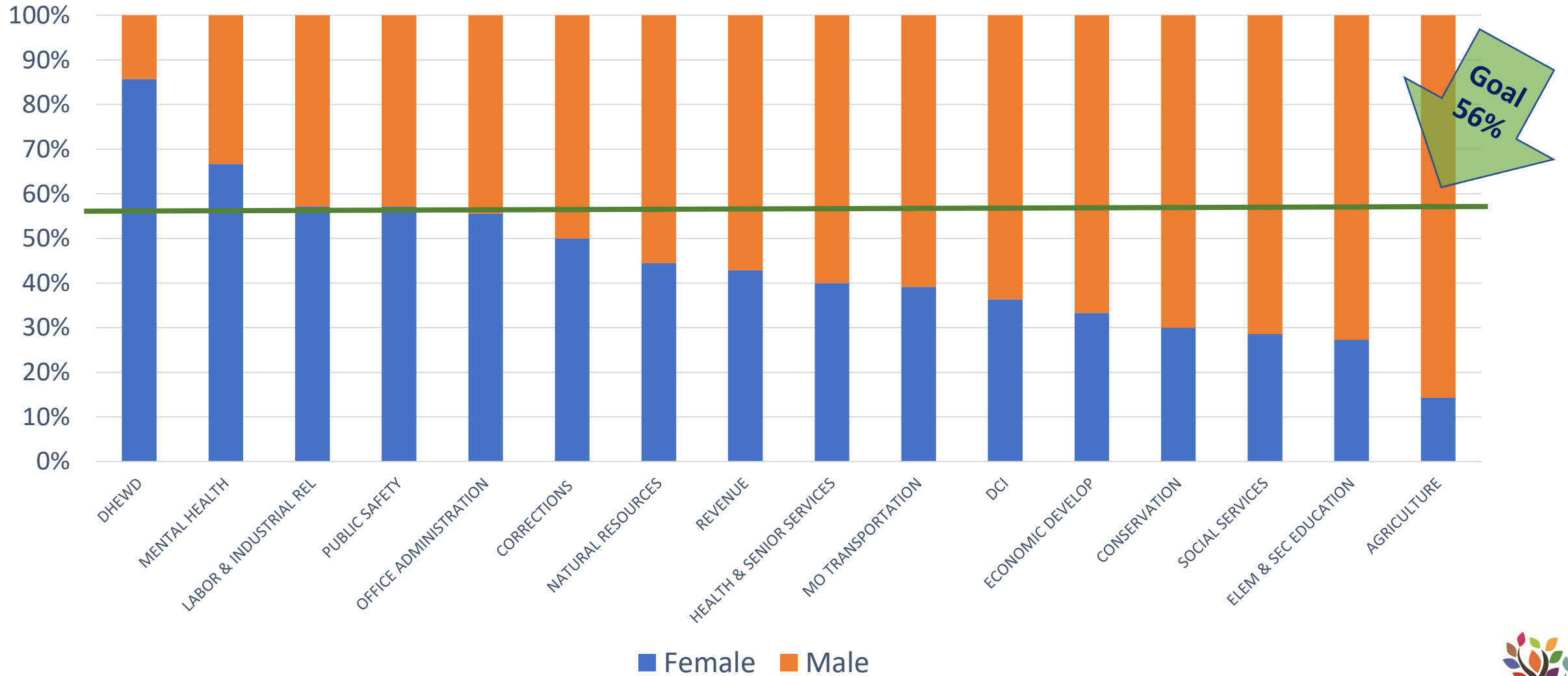


Source: Missouri Census Data and SAMII 2020



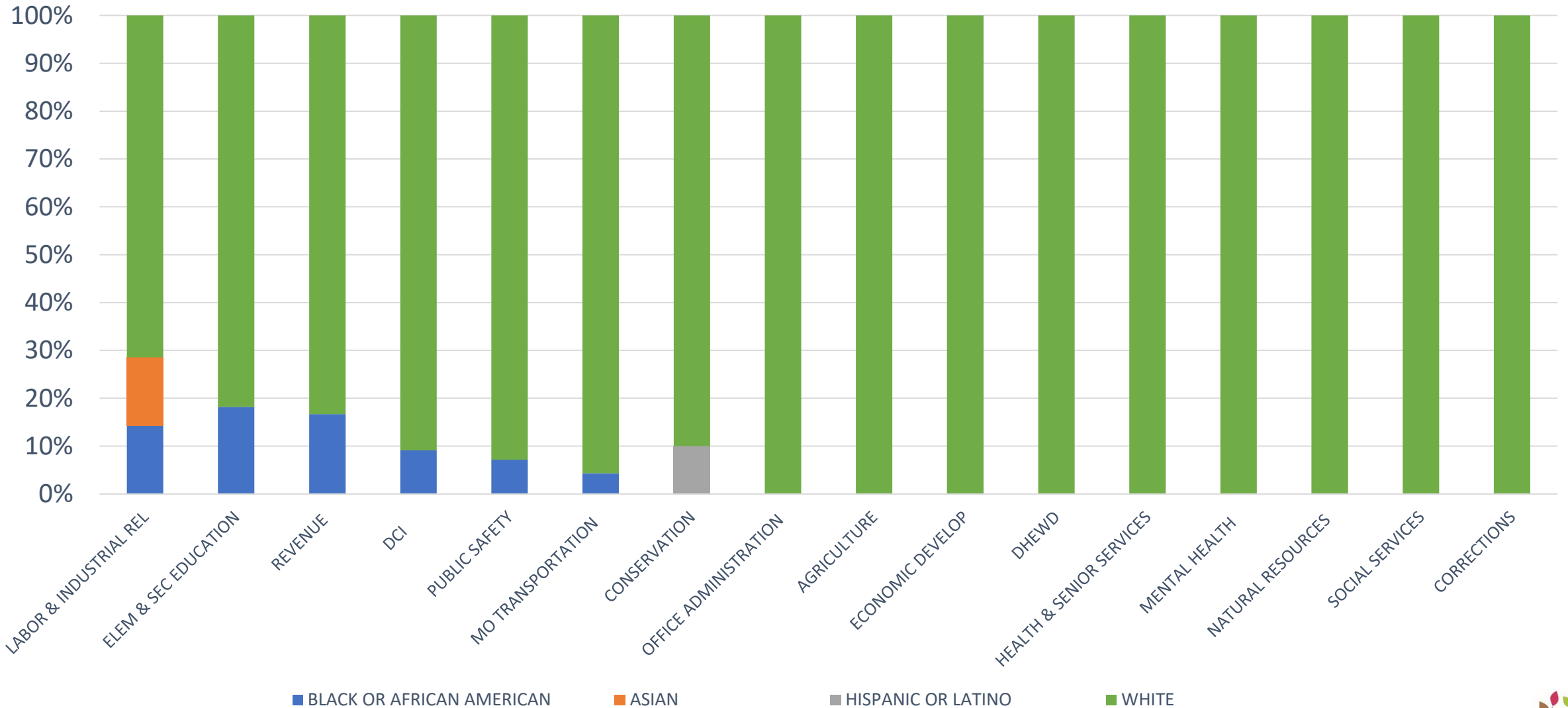
There is a large gender gap among division leadership

Gender Diversity: MO State Agency Leadership



It is even larger when we consider race & ethnicity

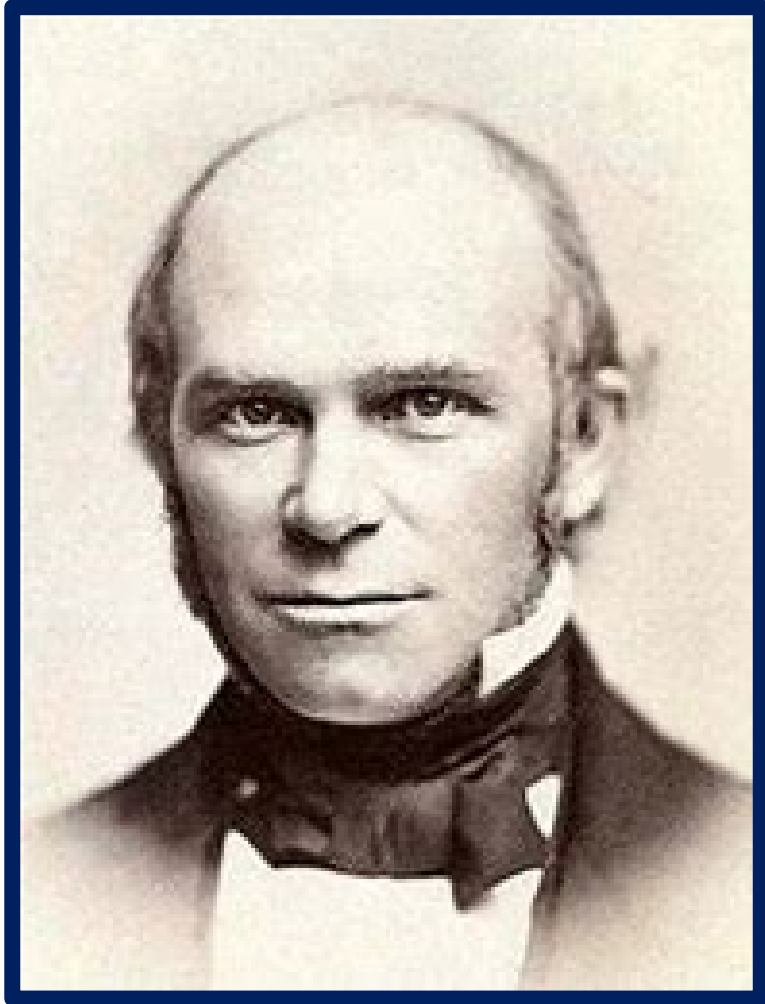
Ethnicity Diversity: MO State Agency Leadership



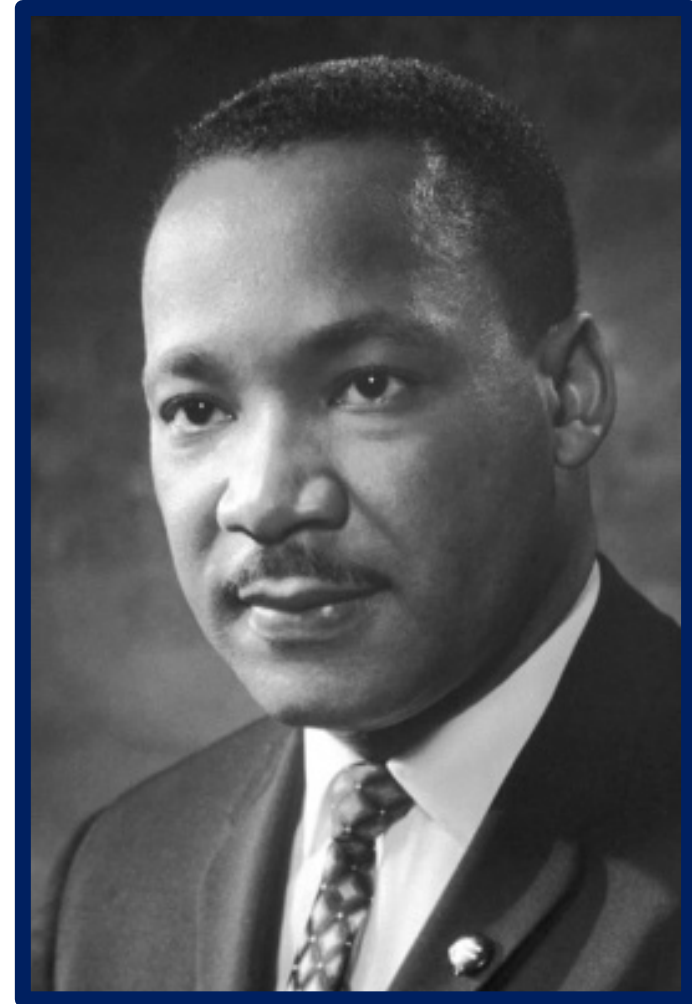
What would a MO State Government mural look like today?



“The arc of the moral universe is long, but it bends toward justice.”



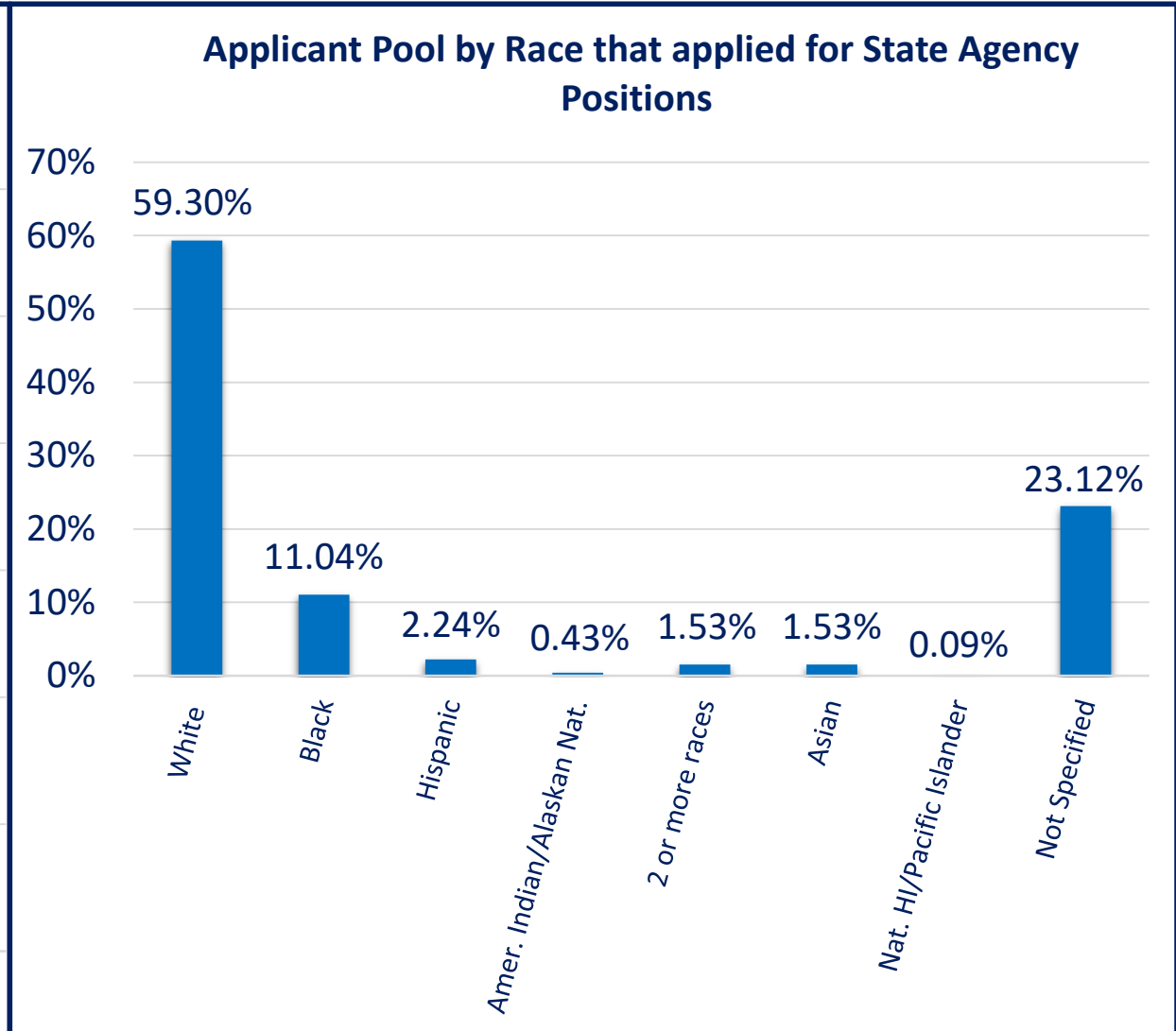
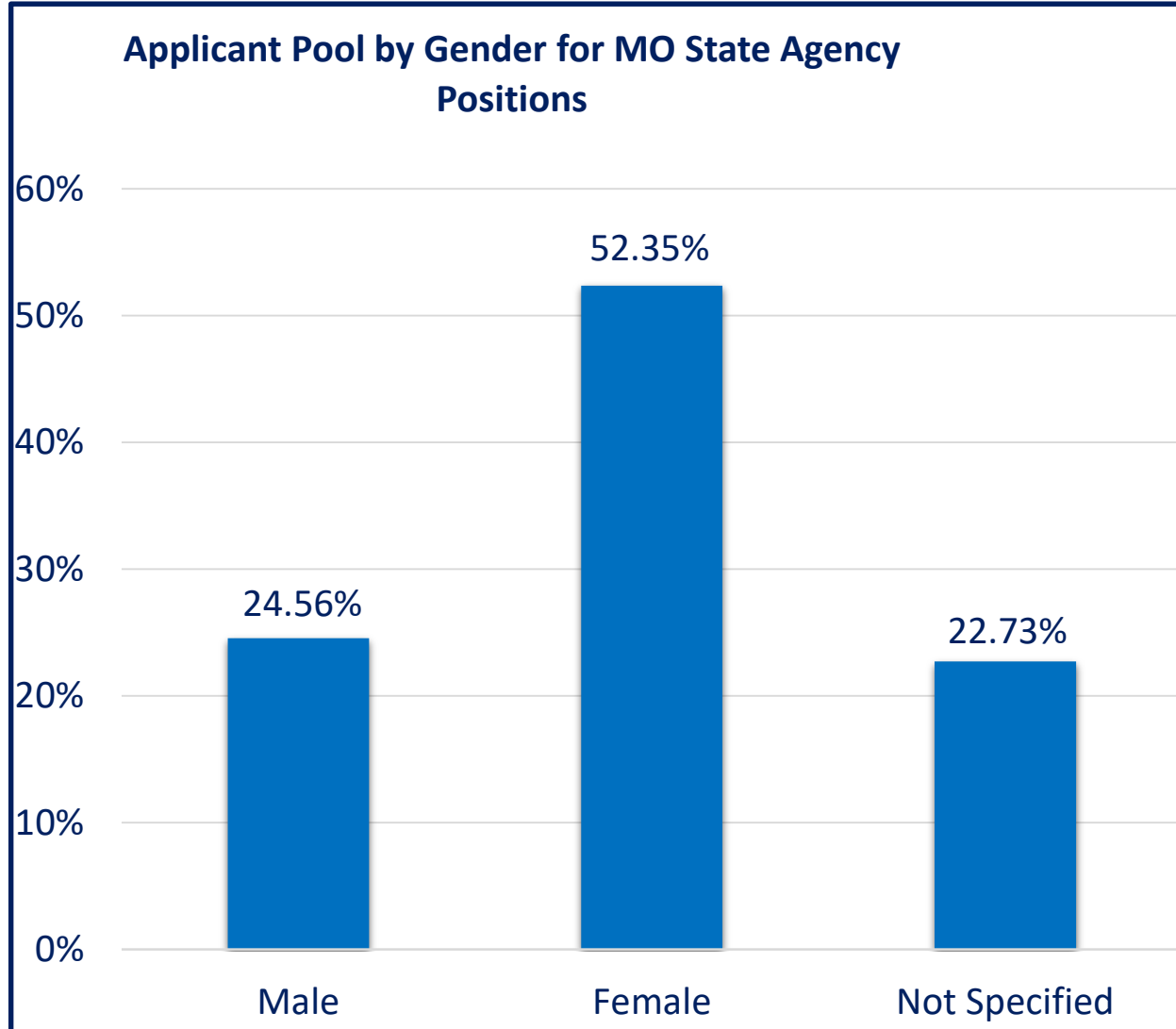
1871 Unitarian Minister Theodore Parker



1958 Dr. Martin Luther King Jr.

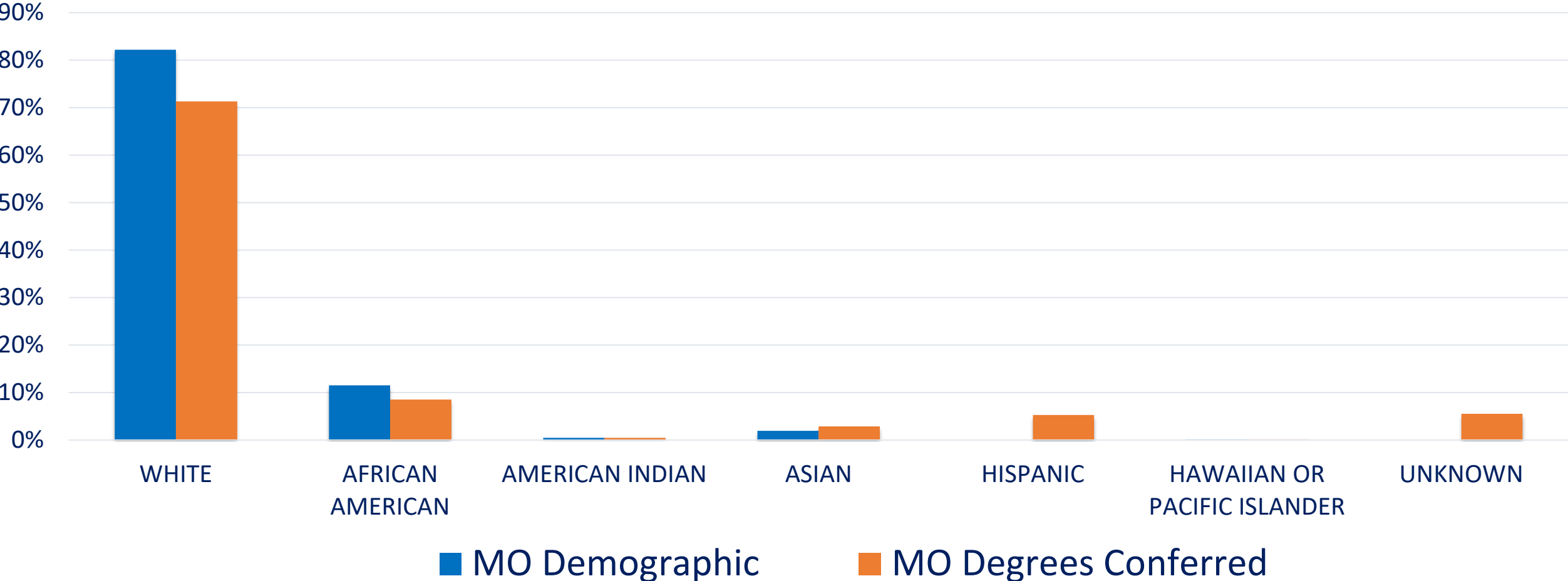


We have a diverse applicant pool



MO's higher education institutions are graduating diverse students

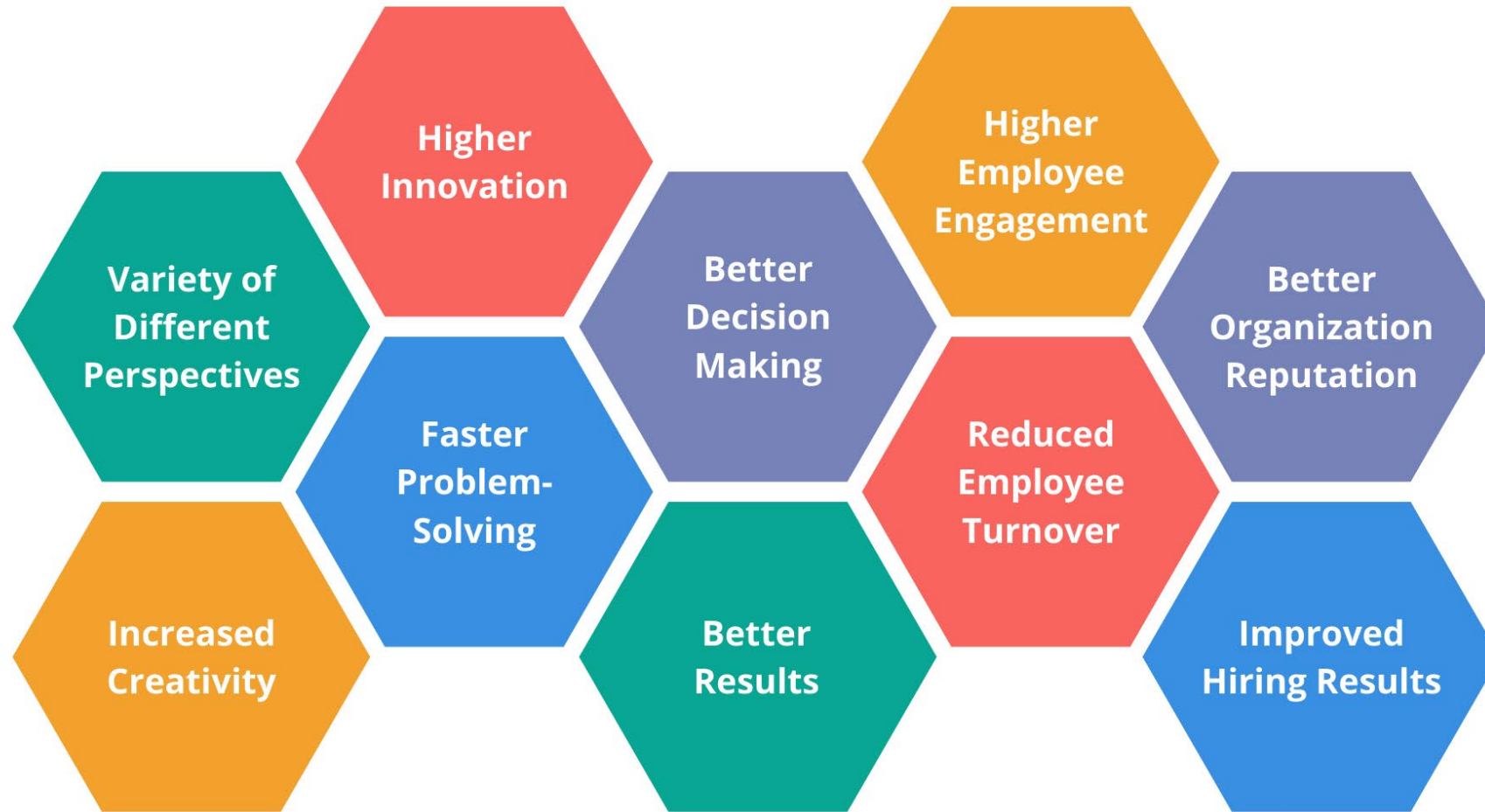
MO Demographics vs. Total Degrees Conferred by Private & Public Institutions by Ethnicity



Source: Department of Higher Education and Workforce Development

Why is inclusion and diversity important?

Organizations who have greater workplace diversity deliver better results!



Adapted from: "Top 10 Benefits of Diversity in the Workplace," *TalentLyft* (Dec 2018).



We must always remember we are a public institution

- We serve the public.
- Our workforce should reflect the public we serve.
- Superior public service cannot be delivered without inclusion and diversity.

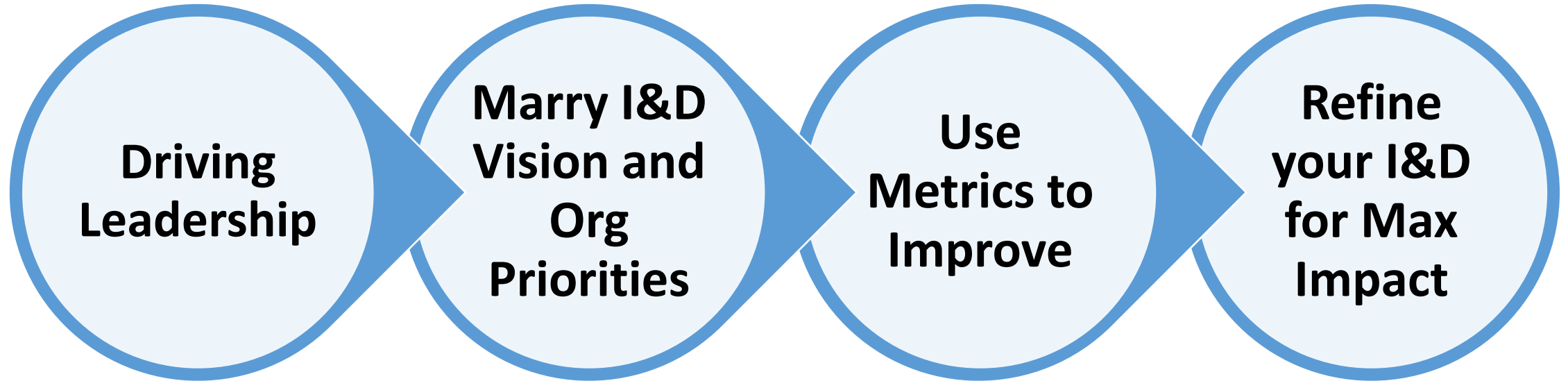


How can we start helping?

Admitting that we can and must do better
is not a weakness, it is a strength.



Best practices to follow with your I&D practices



"Delivering through Diversity" McKinsey & Company (Jan 2018).

"Defining Success in Diversity and Inclusion Initiatives" American Management Association (Dec 2019)

"Three Reasons Why Your Diversity And Inclusion Programs Are Not Working" Forbes.com (Jul 2018)

"5 Reasons Why Diversity and Inclusion Fails" Forbes.com (Jan 2017)

"Diversity and inclusion: 8 best practices for changing your culture" CIO (Feb 2019)

What our *State Government* can do

- Communicate I&D importance to business performance to all state government leaders; incorporate into fundamental business operations
- Publish standard I&D measures at the state government and department levels – what you measure, gets managed!
- Review I&D progress at Cabinet Meeting standing agenda item every 6 months
- Formalize a mentorship program, focusing on I&D
 - Next Leadership Academy capstone project?



What your *Organization* can do

- Integrate I&D in regular business operations
 - Talent Management
 - Recruiting (e.g., HBCU partnerships)
 - Onboarding (e.g., create sense of belonging)
 - Succession planning (e.g., professional development programs)
 - Leadership development (e.g., MoLearning path developed)
 - Program design (e.g., new projects, committees, etc.)
 - Department dashboards – and share publically
 - Strategic placemat initiatives
- Establish I&D council or employee resource group



What you can do

- Make a public statement as to why it matters to your team and highlight where I&D makes a difference – talk about it every day
- Role model a commitment to I&D
 - Language matters: troopers vs. patrolmen
 - Mentor someone that looks different than you
- Celebrate I&D often
 - e.g., Black History month collaboration with OA & DOR
- Follow checklist and other resources in provided supplemental materials



Couldn't have done it without you

Roxy Antonio (DOR)

Seth Bauman (DSS)

Corey Bolton (OA)

Rose Bryan (OA)

Cameron Dinwiddie (OA)

Rong He (OA)

Tracy Hinds (DESE)

Edith Kamara (OA)

Sandy Karsten (DPS)

Liz McDermit (OA)

Zora Mulligan (DHEWD)

Sarah Steelman (OA)

Carmela Thornton (OA)

Margie Vandeven (DESE)

Mark Waight (OA)

Ken Zellers (DOR)

LA Class 4

MDC Video Team



Meet the newest team member Audrey Westen

