





DIVERSITY AND INCLUSION
NEW YORK STATE PUBLIC HEALTH CORPS SUMMIT
NOVEMBER 16, 2022

LEARNING OBJECTIVES



- Understand diversity and inclusion concepts and why they matter
- Outline framework for advancing diversity and inclusion in a workplace
- Discuss 4 core diversity and inclusion priorities/objectives

DIVERSITY AND INCLUSION: DEFINITIONS¹



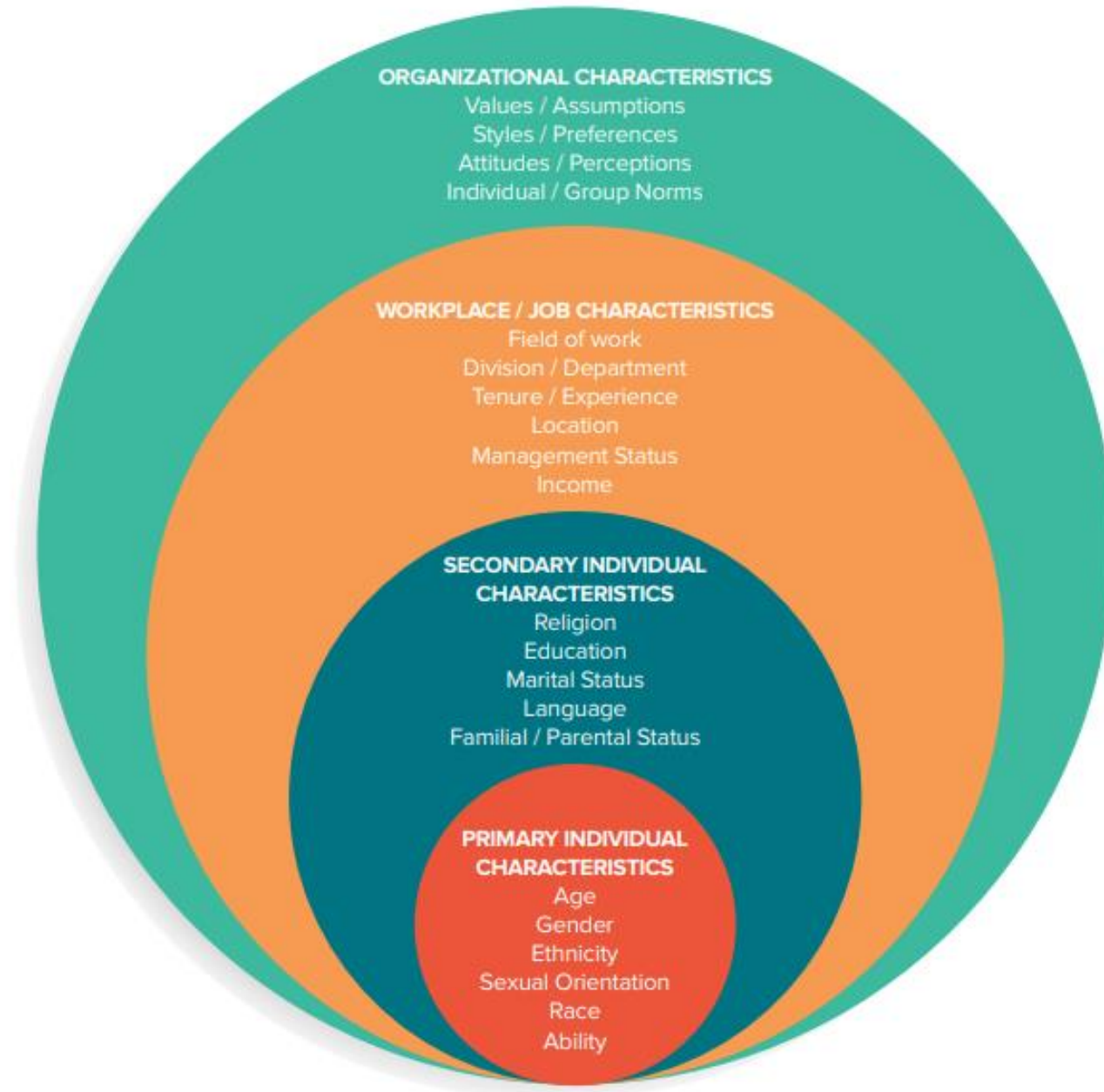
New York State's Definition of Diversity

Diversity refers to a group of individuals with unique characteristics whose combined contributions support agencies in meeting and exceeding their organizational goals.

New York State's Definition of Inclusion

Inclusion is a process that cultivates an environment that values collaboration, flexibility, and equity. Inclusive behaviors leverage diversity throughout the organization to encourage all individuals to contribute to their full potential.

1. NYS Department of Civil Service Workforce Diversity and Inclusion Framework and Implementation Plan
<https://www.cs.ny.gov/extdocs/pdf/Diversity%20and%20Inclusion%20Framework%20and%20Implementation.pdf>



ORGANIZATIONAL CHARACTERISTICS

- Values / Assumptions
- Styles / Preferences
- Attitudes / Perceptions
- Individual / Group Norms

WORKPLACE / JOB CHARACTERISTICS

- Field of work
- Division / Department
- Tenure / Experience
- Location
- Management Status
- Income

SECONDARY INDIVIDUAL CHARACTERISTICS

- Religion
- Education
- Marital Status
- Language
- Familial / Parental Status

PRIMARY INDIVIDUAL CHARACTERISTICS

- Age
- Gender
- Ethnicity
- Sexual Orientation
- Race
- Ability

DIVERSITY AND INCLUSION: WHY IT MATTERS



- It's the right thing to do and aligns with the values of New York State
- Research has demonstrated that:
 - Diverse companies outperform their less diverse peers
 - Diverse organizations are more successful at recruiting and retaining talent
 - Inclusive workplaces increase employee job satisfaction and commitment to the company
 - Diverse teams are more creative, innovative, and better able to solve problems and make decisions³

ADVANCING DIVERSITY AND INCLUSION



- Leadership support
- Assess current landscape
- Articulate mission, vision, values
- Identify priorities and objectives
- Create a strategic plan
- Implement
- Measure success
- Communicate progress

“Our diversity is our greatest strength.”

“It is time for a better, fairer, and more inclusive American Dream: the New York Dream”

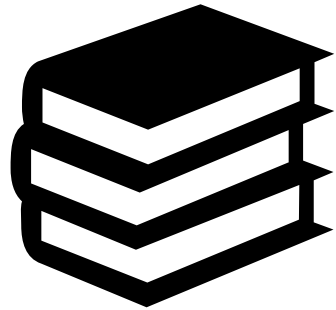
-- Governor Kathy Hochul

LEADERSHIP SUPPORT

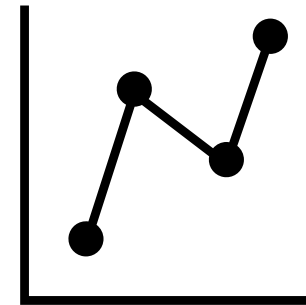


- Executive Order 187: Ensuring Diversity and Inclusion and Combatting Harassment and Discrimination in the Workplace
 - Established Governor's Executive Committee for Diversity, Inclusion, and Equal Opportunity
 - Established State Workforce Diversity and Inclusion Council
 - Created the Office of Diversity and Inclusion Management at Civil Service
 - Required agencies to create diversity and inclusion plans

ASSESS CURRENT LANDSCAPE



Research best practices



Utilize data

ARTICULATE MISSION, VISION, VALUES



WORKFORCE DIVERSITY AND INCLUSION Strategic Plan



WORKFORCE DIVERSITY AND INCLUSION Framework and Implementation Plan



IDENTIFY PRIORITIES AND OBJECTIVES



- Recruit and retain a talented workforce
- Develop strategic leaders
- Foster an inclusive workplace culture
- Deliver effective programs and services

CREATE A STRATEGIC PLAN



- Not a one size fits all approach
- Internal and external strategies
- Engage stakeholders throughout process
- Reduce silos and embed D&I into all functions
- Culture change and policy change

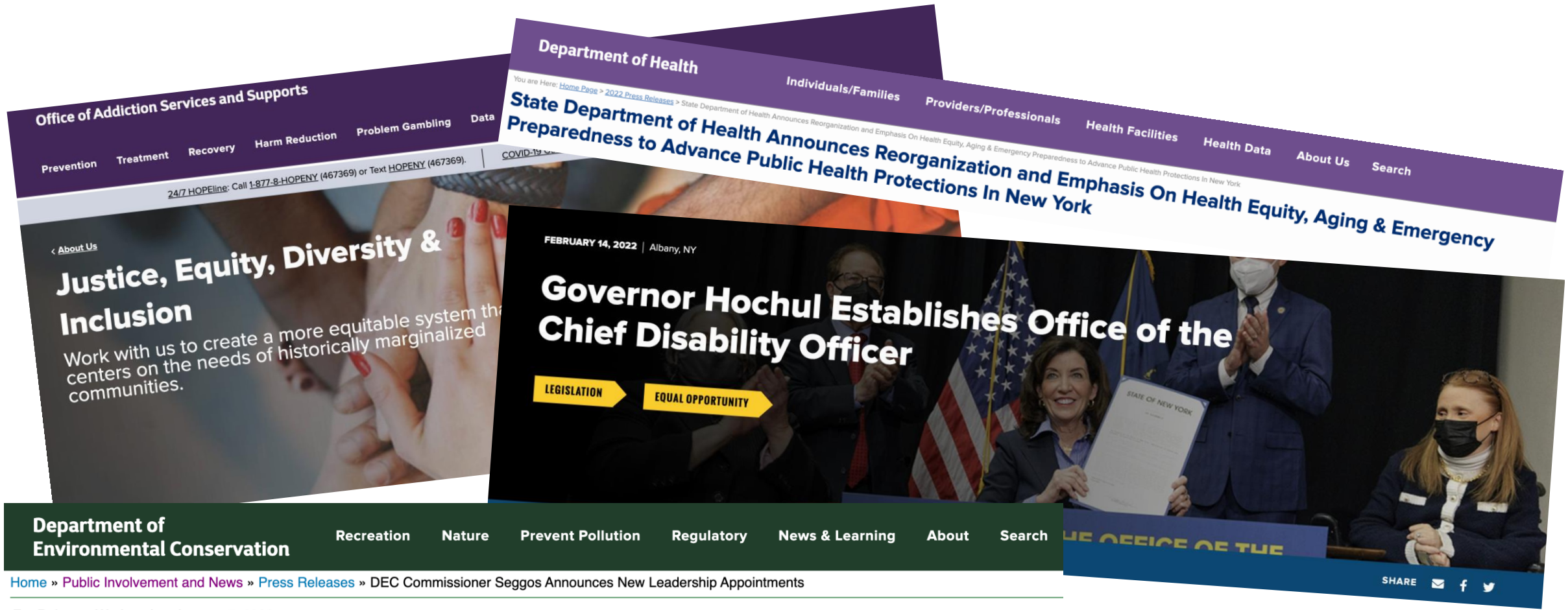
RECRUIT AND RETAIN A TALENTED WORKFORCE



- Understand benefits of your workplace
- Utilize strategic partnerships and outreach
- Assess DEI throughout employee life cycle
- Consider pipeline programs, internships, mentoring programs



DEVELOP STRATEGIC LEADERS



[Home](#) » [Public Involvement and News](#) » [Press Releases](#) » DEC Commissioner Seggos Announces New Leadership Appointments

For Release: Wednesday, January 5, 2022

DEC Commissioner Seggos Announces New Leadership Appointments

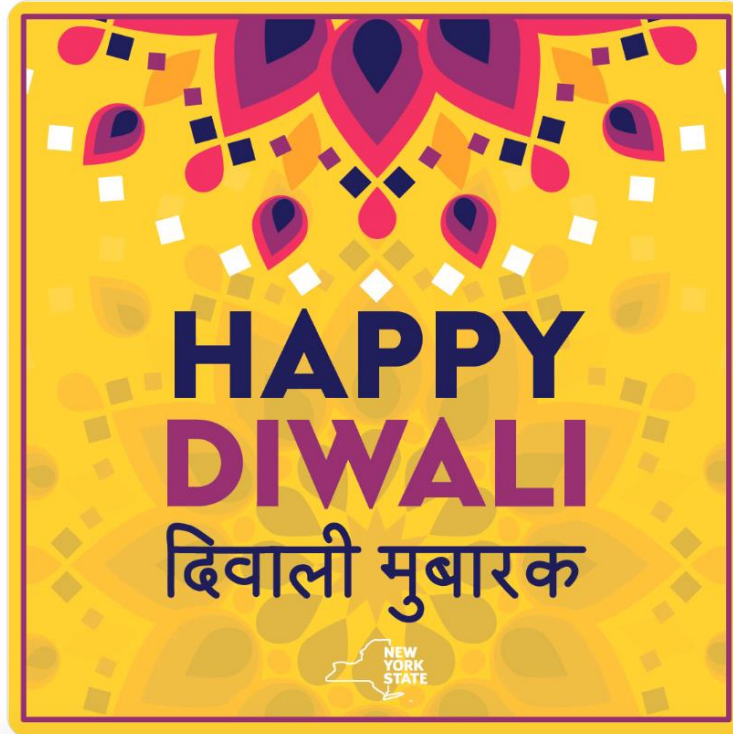
FOSTER AN INCLUSIVE WORKPLACE CULTURE



State of New York @NYGov · Oct 24

Wishing a happy #Diwali to those who celebrate!

The message of Diwali is the triumph of light over darkness and good over evil — may this message resonate with all New Yorkers today.



Gender Identity in the Workplace:

A Toolkit for New York State Employees

Employee Assistance Program

A Joint Labor-Management program helping employees and their families make life less complicated

[VIEW EAP BROCHURE](#)

[WATCH EAP VIDEO](#)

DELIVER EFFECTIVE PROGRAMS AND SERVICES



OCTOBER 3, 2022 | Albany, NY

Governor Hochul Announces Launch of New 'Office of Language Access' to Oversee Codified and Expanded State Language Access Policy

EQUAL OPPORTUNITY

APRIL 14, 2022 | Albany, NY

Governor Hochul Announces Major Advancements in LGBTQ+ Equity as Part of FY 2023 State Budget

BUDGET

LGBTQ

AUGUST 25, 2022 | Albany, NY

Governor Hochul Announces \$4 Million to Increase Mental Health Workforce Diversity

HEALTH

EDUCATION

ADVANCING DIVERSITY AND INCLUSION



- Leadership support
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