

Departmental Racial Equity Progress Report

Annual Report for 2021

Part A

Submit to ORE by March 1, 2022

Department name:

Date:

Reflections from Department Leadership

What specific racial inequities and disparities within your department are you focused on addressing in 2022?

Please describe your engagement to date with your Racial Equity Leaders. What specific types of support are you providing your Racial Equity Leaders and other employees doing this work?

Acknowledged by [name] and [title], [date], [signature]

1. Hiring and Recruitment

Goals and performance measures

-

Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

-

Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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2. Retention and Promotion

Goals and performance measures

-

Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

-

Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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3. Discipline and Separation

Goals and performance measures

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Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

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Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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4. Diverse and Equitable Leadership

Goals and performance measures

-

Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

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Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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5. Mobility and Professional Development

Goals and performance measures

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Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

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Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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6. Organizational Culture of Belonging and Inclusion

Goals and performance measures

-

Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

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Department name:

Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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7. Boards and Commissions

Goals and performance measures

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Changes implemented over the 2021 calendar year

If relevant, include action numbers from the RE Action Plan.

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Priority actions for 2022 calendar year, including opportunities for staff input and decision-making

If relevant, include action item numbers from the RE Action Plan. Please also highlight any major revisions made to RE Action Plan since first submission.

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Department Resourcing for Phase 1 RE Action Plan

Please describe your department’s resourcing for Phase 1 RE Action Plan implementation in 2021. Include employee names, titles, and organizational chart. Note the designated Racial Equity Leader(s) with an asterisk. Please clearly distinguish between:

- *Staff who were assigned full-time (all responsibilities were directly related to Phase 1 RE Action Plan and other departmental racial equity work)*
- *Staff who were assigned part-time (had responsibilities not directly related to racial equity, which were reduced for them to take on racial equity work)*
- *Staff who were voluntary (had responsibilities not directly related to racial equity, which were not reduced for them to take on racial equity work)*
- *Consultants/vendors (including firm name and contract number, if applicable)*

Department name:

Racial Equity Progress Report for 2021

What changes, if any, do you plan for 2022?

Attachments

Workforce and board/commission demographic data

Include relevant data on status of racial equity within department, such as race/ethnicity by job classification, average pay, discipline and separation, promotions, and changes over the last calendar year.

Racial Equity Action Plan

Link to or attach current version of department Racial Equity Action Plan

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Part B

Submit final to ORE by April 1, 2022

Attend ORE working sessions in January-February 2022 to develop Part B.

<i>Attachment</i>
Budget Equity Tool: Department Inventory <i>Completed department inventory spreadsheet</i>