



# Human Resources

Employee Engagement Initiatives

Finance and Administration

January 25, 2024



# Overview

- Diversity Equity and Inclusion (DEI) Training
- Employee Engagement – upcoming survey
- Status on 360 Evaluations

# Diversity, Equity and Inclusion Training

- **September - December 2022**
  - DEI Training with Senior Leadership Team – Discussions on rollout to all District staff
- **June - November 2023**
  - DEI Stakeholder Group Meetings
- **October 2023**
  - DEI Survey
- **November 2023**
  - Training Development
- **December 2023 - January 2024**
  - District Wide Trainings

# Pre Training Survey

- Stakeholder Group met to discuss review and customize survey questions
- Conducted survey to capture identify training needs
- Survey results informed the DEI training content



Now Recruiting  
**Diversity, Equity, Inclusion  
Stakeholder Group**

Join the **NEW** Marin Water Stakeholder Group!

# Survey Results - Summary of Findings

- About 94% of staff feel their co-workers treat them respect and co-workers in their workplace respect each other's differences.
- However, 23% disagree that their workplace is a safe place for ALL EMPLOYEES to express their differences without experiencing discrimination or bias.
- When asked if employees experience bias or discrimination from other employees in areas listed (click all that apply – 15 categories), 71% of the survey respondents answered “None,” 18% marked Gender, 14% marked education level, 12% marked Age and 9% marked Race.
- 35% of staff disagreed that most employees understand the difference between conscious and unconscious bias or discrimination.
- This highlights that staff feel respected. However, there are opportunities to understand, identify and interrupt unconscious and unintentional bias.

# Diversity, Equity and Inclusion Training

- 3.5 hours of interactive training for all District Staff
- Trainer experienced in providing DEI training
- 195 employees trained to date



# Diversity, Equity and Inclusion (DEI) Training

## Training Objectives:

- Understand conscious, intentional discrimination and unconscious, unintentional discrimination
- Learn to identify stereotypes
  - the complexities around addressing them
  - strategies to discuss them when they occur
- Identify hidden bias
- Identify and interrupt unconscious or conscious discrimination
- Provide techniques to identify "questionable behaviors" – intended or unintended
- Identify when it is appropriate to call someone in, call them out, or ask for support from HR or management when faced with a potentially discriminatory situation

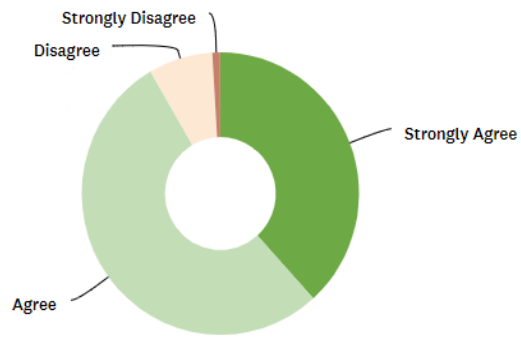
# Post Training Evaluation

Q5



The knowledge I gained from this training will help me be more aware of my biases when interacting with the people I serve.

Answered: 107 Skipped: 0



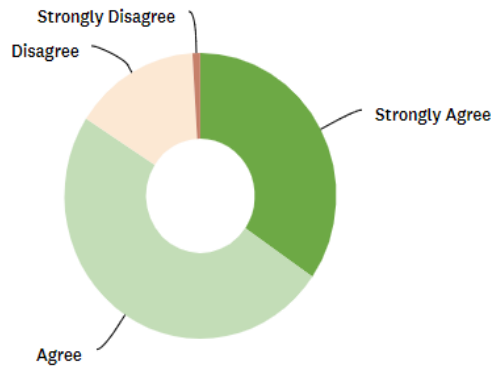
| ANSWER CHOICES    | RESPONSES  |
|-------------------|------------|
| Strongly Agree    | 38.32% 41  |
| Agree             | 53.27% 57  |
| Disagree          | 7.48% 8    |
| Strongly Disagree | 0.93% 1    |
| <b>TOTAL</b>      | <b>107</b> |

Q3



I felt comfortable sharing my thoughts and experiences with participants in the training.

Answered: 107 Skipped: 0



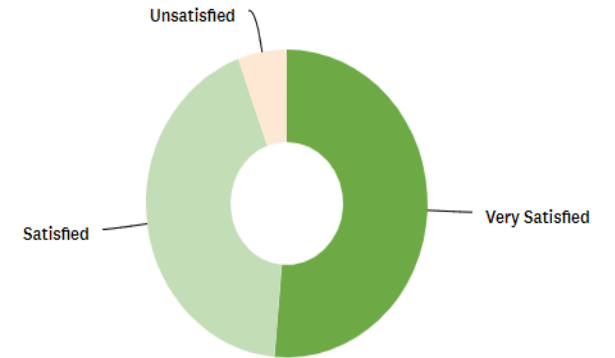
| ANSWER CHOICES    | RESPONSES  |
|-------------------|------------|
| Strongly Agree    | 34.58% 37  |
| Agree             | 49.53% 53  |
| Disagree          | 14.95% 16  |
| Strongly Disagree | 0.93% 1    |
| <b>TOTAL</b>      | <b>107</b> |

Q11



Overall satisfaction with the course.

Answered: 107 Skipped: 0



| ANSWER CHOICES   | RESPONSES  |
|------------------|------------|
| Very Satisfied   | 51.40% 55  |
| Satisfied        | 42.99% 46  |
| Unsatisfied      | 5.61% 6    |
| Very Unsatisfied | 0.00% 0    |
| <b>TOTAL</b>     | <b>107</b> |



# Continuing Opportunities for DEI Efforts

- Teambuilding among staff – builds relationships and understanding of each other
- Ensure District personnel policies are inclusive and reflective of DEI values
- Continue to build on Diversity Recruitment efforts
  - Including continuing to building relationships with community based organizations
  - Utilize Ranger Trainee recruitment approach

# Engagement Survey

Full Employee Engagement Survey – to be conducted in February

- Last engagement survey for Marin Water was conducted in 2016
- Changes in workplace climate
  - Post Pandemic
  - Telework
  - Public Sector Retirements – 94 Marin Water retirements since the last survey

# Employee Engagement Survey Objectives

- Gallup Q12
  - Ability to compare data from Marin Water's last survey – identify trends
- Benchmarking with similar companies
- Post survey action planning and learning and development

# 360 Reviews

- SLT 360 Reviews - completed
- Next Steps
  - Training on delivering 360 feedback – February
  - 360 Surveys for Mid-Manager group – February through March

# Summary

- District Employees are completing DEI Training
- Staff will continue to incorporate DEI and teambuilding activities in the workplace
- Staff is preparing for a full Employee Engagement Survey
- 360 Reviews are in process

# Thank you!

