

Kalamazoo County Government



First 10 steps toward achieving DEI goals:

1. Joint Board – Executive/Senior leadership facilitated process to clarify process for board development
2. Establish an advisory Executive Inclusion Council (EIC) (comprised of County Board and Administration/Executive leadership) – begin a 1-year development process (see step 5)
3. EIC develop a vision and business case in which the importance of D&I is demonstrated as integral to the success of the county mission
4. Conduct Intercultural Development Training (IDI) for Commissioners and Administration/ Executive County leadership – recommend hiring an outside consultant to provide this training and continued development
5. Recruit and hire DEI position to report to the County Administrator – ensure authority and budget
6. Share vision and business case with all employees (potentially by video) as well as the multi-year strategic plan and focus for the first year
7. Conduct Intercultural Development Inventory (IDI) Training for managerial positions
8. Train hiring managers on unconscious bias in the hiring and selection process
9. Create safe and confidential processes for staff to use to bring forth D&I concerns
10. Develop and implement a respectful workplace training which set forth basic workforce expectations (include communication skills), for all employees