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City Council

Employee Resource Groups Briefing

Agenda Date: 5/14/2024
Agenda Item Number: 6.B
File Number: 24-0417

Type: report **Version:** 1 **Status:** Filed

Title

Employee Resource Groups Briefing

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Whether to receive a briefing regarding the formation of employee resource groups.

Report

Issue:

Whether to receive a briefing regarding the formation of employee resource groups.

Staff Contact:

Keli Drake, Diversity, Equity & Inclusion Coordinator, Human Resources 260.753.8478

Presenter(s):

Keli Drake, Diversity, Equity & Inclusion Coordinator

Background and Analysis:

The City of Olympia is committed to creating a more equitable, inclusive and diverse work force. The City's Diversity, Equity & Inclusion (DEI) Coordinator will provide the Council with an introductory overview of the City of Olympia employee resource groups - Women's Group, LBGTQIA+ Group, Staff of Color Group and Disability Group.

Employee resource groups are shown by research to positively impact DEI efforts in the workplace and create a stronger sense of belonging in the workforce. Employee resource groups are voluntary, employee-led groups that share a non-dominant social identity such as race, gender, ability and sexuality. Employee resource groups provide support for their members and add perspective to City-wide challenges.

Climate Analysis:

This project is not expected to have an impact on greenhouse gas emissions.

Equity Analysis:

Employee resource groups benefit the work of the City of Olympia and members of employee resource groups who share non-dominant identities. Each employee resource group that has formed at the City are identified as underrepresented identities compared to our City population.

Neighborhood/Community Interests (if known):

There are no known community interests regarding this item.

Financial Impact:

\$5,000.00 of the HR Diversity, Equity and Inclusion budget has been allocated to cover costs for all four existing employee groups.

Options:

1. Receive the briefing.
2. Do not receive the briefing.
3. Receive the briefing at another time.

Attachments:

None