

Diversity, Equity, and Inclusion Update

Ron Baker
Rebecca Harren



Diversity, Equity and Inclusion

- **July 2020 Diversity, Equity, and Inclusion Workgroup formed**
 - Volunteer employees from across the organization
 - Executive Leadership sponsorship and participation
 - Meet bi-weekly
 - Subgroups focus on initiatives and projects
- **Intent**
 - Gain an understanding of PERA's existing culture and create action to positively impact employees
 - Promote a workplace environment where differences matter and employees come together creating unity in our humanity

Stated Mission

Create and foster a culture of diversity, equity, and inclusion where we enhance our workplace with differences, experiences, and growth.

Some highlights since last year's meeting



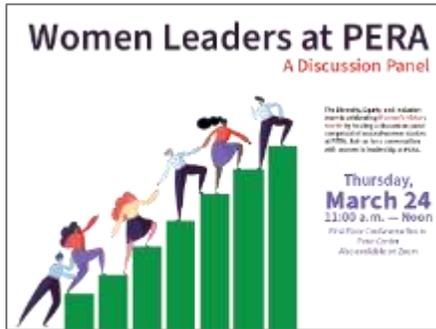
Immersive Breakroom Experience

- Hispanic Heritage Month
- September 15- October 15, 2021
- Breakroom takeover to transform into a space to celebrate Hispanic cultures – language translation, cultural figure highlights



Perceived Politeness: Roundtable Discussion

- (Dis)Ability Awareness Month
- October 2021
- How do we speak up?
 - Are we causing micro-aggressions?
 - Giving and accepting feedback.



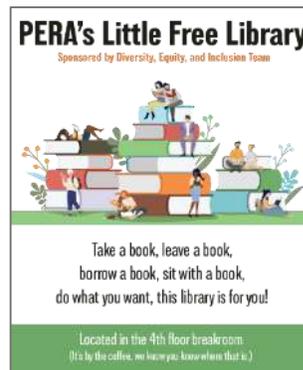
Woman Leader's at PERA Panel

- Women's History Month
- March 2022
- 4 female identifying leaders participated in a panel discussion on topics including mentoring, leadership, opportunities and barriers impacting women in the workplace



Drag Queen BINGO (co-hosted with I HEART PERA)

- Pride Month
- June 2022
- Raised over \$1,800 for the Center on Colfax which gives a voice to Colorado's LGBTQ+IA. The Center plays a pivotal role in statewide initiatives to reduce harassment and discrimination. Hosted by Shirley who is PERA member and teacher.



Little Free Library

- Bring a book, take a book
- Featured topics
- QR codes for podcasts and other media



A Case for Inclusion

- Quarterly podcast followed by discussion
- Q1 2022: Color Blind or Color Brave.
- Q2 2022: The Importance of Using Inclusive Language
- Q3 2022: Changing My Legs and My Mindset

Internal interviews

- 19 employees, 13 divisions, 14 years average tenure
- 262 years combined service, 37 promotions at PERA
- PERA's DEI group conducted internal interviews with a small group of longer-tenured (5+ years of employment) employees.
- The objective: Learn what contributed to their success and opportunities to encourage employee retention and continue to build the pipeline of future employees and leaders.
- Core Strengths emerged:
 - Culture/Relationships/Team
 - Networking/Taking Initiative/Using Strengths
 - Support from Management
 - Belief in PERA's Mission





External Hiring and Recruitment Report

- Subgroup completed review of hiring practices
- Recommendations and collaboration with HR resulted in:
 - Recipient of Top Workplaces 2022
 - Questions added to PERA’s Stay Interview process “Do you feel that you can bring your authentic self to work every day”, “Do you feel you are a valued member of your team?”
 - Working for Colorado PERA Video
 - ADA inclusive language in job descriptions (example “traverse” vs. “walk”)
 - Denver Chamber job posting in section dedicated to employers advancing DEI work
 - Added non-binary to employee gender identity options as well as to healthcare options
 - Increased relationships with schools and job posting sites
 - Leadership training on common biases in the recruiting and interviewing process
 - Employee and leadership bias training



Employers advancing
their DEI work

[View Jobs](#)

Internal Hiring and Recruitment

- Employee Survey and Leadership Survey completed
- Next steps coming soon



Deepened Recruiting Efforts

- Handshake allows us to post our jobs to 91 schools and universities nationwide including a significant number of HBUs.
- Post locally to University of Denver, Colorado School of Mines, Metropolitan State.
- Post to Indeed, Glassdoor, Simply Hired and Resume.com, Career Beacon and Advantage Network which consists of 24 additional job boards.
- Locally we post on the Denver Metro Chamber of Commerce, South Metro Chamber of Commerce, and Connecting Colorado Workforce
- National Association of State Retirement Administrators
- Career Fair presence with most successful career fair at MSU
- For fee sites we use as applicable:
 - Association for Talent Development
 - Chartered Financial Analyst Institute
 - Andrew Hudson's Job List
 - Information Systems Audit & Control Association
 - Public Relations Society of America
 - Government Jobs.com



Next Steps

- Evaluating DEI consultants to assist in the future organizational development of the diversity, equity, and inclusion program for the organization
 - RFIs sent August 26, 2022 with a due date of September 9, 2022
 - Selection of consultant and initiation of partnership by October 2022 targeted
- Internal Hiring Practices Team recommendations pending

A Special Thank You to Subgroup Leads



Ande Sailer



Chelsea Alexander



Tara Stacy



Aaron Sherman



Marques Williams



Women Leader's Panel



Top Workplaces Event



Drag Queen Bingo

Questions?