

DIVERSITY, EQUITY & INCLUSION IN THE WORKPLACE



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WHY DEI IN THE WORKPLACE?

- Create more opportunities to build careers in AZ, especially for young people
- Improve pay equality and opportunities for promotion
- Ensure equitable and inclusive economic recovery

BENEFITS

- Inclusive companies are more likely to hit financial goals
- Diversity equals excellence
- Employees feel safe, respected and committed
- Diverse teams innovate faster
- Improved business outcomes
- A Diverse, Inclusive environment retains employees

RECOMMENDATIONS

- Create an online platform with a DEI Toolkit and resources
- Convene a DEI Council
- Develop a DEI Certification
- Utilize business development organizations to provide technical assistance

HOW?

- Provide gov't funding to support an agency that has trust in the community, like CFA
- Create a data dashboard for accountability
- Recognize organizations in various ways
- Active DEI committee within the organization

CATALYTIC ACTIONS

- DEI Roundtable
 - Gauge interest and gather feedback
 - Identify & invite diverse leadership and key players
 - Build consensus on need, objectives, opportunities (Eg. shared resources, best practices)
- Fellows to conduct research on DEI resources and certifications

HOW YOU CAN SUPPORT THIS WORK

Reflect... why is DEI important to you?

Find out how your organization is addressing DEI in YOUR workplace

Want to learn more and/or stay abreast on this topic, complete this quick survey

**GREATER PHOENIX WORKFORCE LEADERSHIP ACADEMY
TEAM MEMBERS:**

“Workforce matters to me because it is the foundation of our communities. A diverse, equitable, an inclusive Workforce provides the incentive for employees to flourish, and communities to build economic growth.”

Audrey Bell-Jenkins, Workforce Development Manager
UMOM New Day Centers
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“Workforce is a critical component that helps define thriving communities. In order to ensure the success of future generations, we need to make sure that every individual has equitable opportunities to succeed in life.”

Eileana Felix Gudiño, Community & Engagement Director
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“As a leader within a historic civil rights organization whose primary objective has been creating economic opportunities for underserved communities; I recognize how diversity, equity and inclusion can be the key to establishing financial security and serving as a solution to many of the issues plaguing our communities.”

Jerry McPherson, Director of Economic Empowerment
Greater Phoenix Urban League
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“DEI is important to me in the workplace because it can provide a much broader perspective for problem-solving and developing creative solutions when everyone is involved.”

Mariana Torres, Assistant Program Officer
Local Initiatives Support Corp (LISC)
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GREATER PHOENIX WORKFORCE LEADERSHIP ACADEMY

IMPROVING YOUTH WORKFORCE NAVIGATION 2022

INTRODUCTION

Awareness of workforce services and individuals' ability to access programs remains a challenge. Our research asked, how can we broaden awareness of workforce support while concurrently connecting participants to initiatives of benefit?

FOCUS

Our goal is not to change or influence any individual organization, but to launch forward, ensuring youth, and those serving them, are keenly aware of all opportunities and resources for them at every stage of their lives.

OUR GOAL

Increase support from the workforce system in order to:

- Support Career Pathways and Career Awareness offered by the Education System
- Promote awareness of workforce services and providers for future utilization
- Increase connectivity between youth employment and career pathways
- Improve workforce navigation and access points for youth

RECOMMENDATIONS

Workforce Support for Youth Career Navigation:

- Labor Market Report with Youth Pathways Detail
- Regional Youth Employment Coalition
- Shared Employer Directory

CATALYTIC ACTIONS

1. Identify regional examples and convene workforce partners to explore Greater Phoenix career support for youth and produce an annual report
2. Convene organizations with youth employment programs
3. Publish a comprehensive shared directory

CONNECT WITH US

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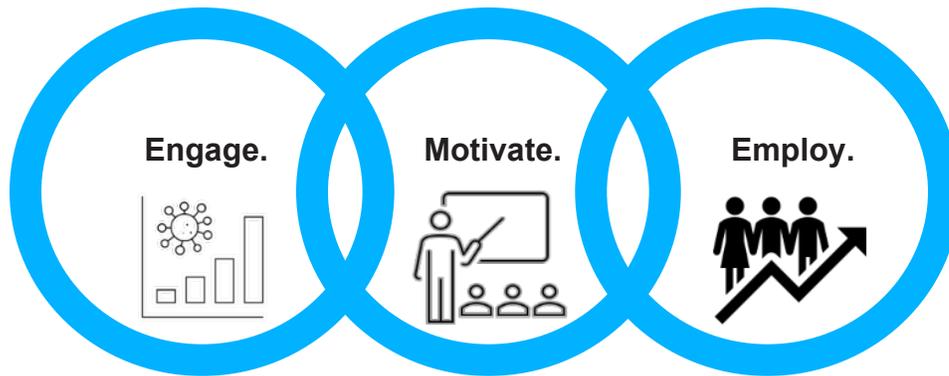
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Greater Phoenix Workforce Leadership Academy Quality Jobs Team

*How might we equip employers to effectively attract and retain talent through a **quality job lens**?*



Engage: Create Transparency and Identify Need

- As of January 2022, there were **171,290** unfilled positions in the Greater Phoenix workforce
- Employers are empowered when they can make data-informed decisions
- The Arizona Office of Economic Opportunity provides a complex, user-friendly interface with a variety of workforce data sets
- **We propose: a centralized data search tool to assist employers in creating a comprehensive picture of their unique constituent needs.**

Motivate: Workforce Development Sponsored Annual Conference

- Data itself is not a catalyst for change; it must be leveraged to create impactful practices
- **We propose: an annual workforce conference sponsored by the Greater Phoenix Workforce leaders with a two-part approach**
 1. **Educate:** Sessions will educate participants using data trends, local and national best practice information, and keynote speakers using an open-question forum approach
 2. **Act:** The breakout sessions will allow participants to work towards specific solutions within their specific industry or to gather in cross-functional groups to address a specific concern
- Case competitions will incentivize employer participation and reward high-quality proposed solutions

Employ: Greater Phoenix Workforce Toolkit

- **We propose: a toolkit that will serve as a customizable resource, allowing employers to use data, resources, and best practices on an individual level to attract and retain talent using a quality job lens**
- Modeled after successful initiatives in other areas, the toolkit will include assessments, benchmarking, reports and best practices to guide employers on an individualized path to improving job quality

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Building a Workforce Ecosystem Collaboratory

Economic Impact

The great recession and the unprecedented growth we are experiencing in Arizona have created a unique opportunity to capitalize on programs and funding available throughout the state to leverage services to individuals and employers to increase the number of skilled workers available to fill currently open positions and future employment needs.

Great Resignation



4.5 Million Quit their Jobs
November 2021



57.3% Turnover Rate
2021



2,998,000 Job Openings
November 2021

Unprecedented Growth



2.2% Annual Employment Growth
721,689 Jobs



POPULATION
507,368 Additional
People in AZ
2020-2024



Emerging Technologies &
New Skills Required

New Norms - New Practices - New Collaborations

Collaborative Solutions

- Build infrastructure to support collaboration such as technology,
- Alignment of funding models and resources
- Clear policies or even mandates for collaboration
- Removal of power relations/turf protection and
- Creating systems leaders and mentors.

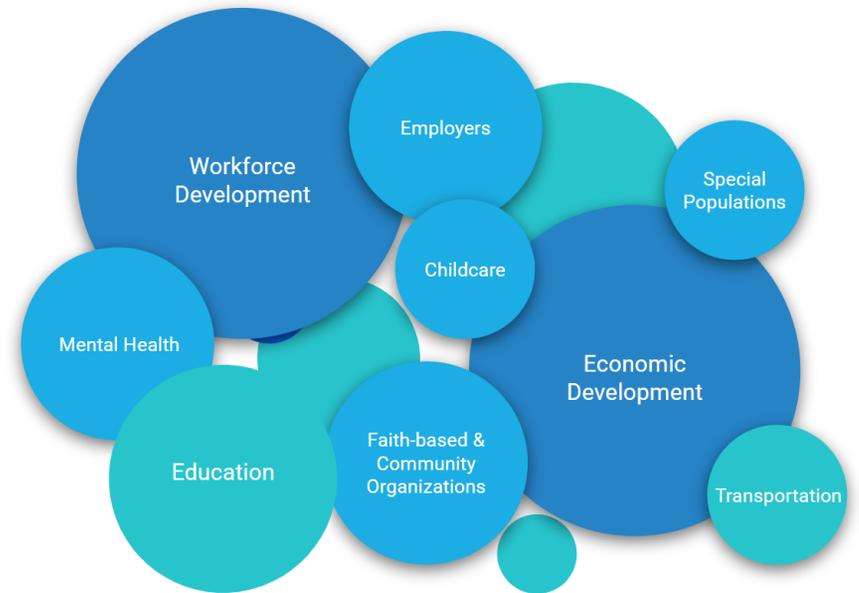
Building a navigation model to improve outcomes

- Avoid replication and duplication of services
- Address gaps and unmet community needs
- Greater variety of services and programs offered
- Stronger and more effective voice in the AZ Workforce ecosystem
- Govern for greater good the outcomes and meeting of progress meters/metrics



Call to Action

This will include identifying the parties that will lead and participate in each area of the collaboration process including providing the structure for initiating and supporting collaboration, connecting partners, creating action plans, developing policies and elements of implementation.



Ecosystem Collaboratory Team

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