

## **Equal Employment Opportunity Advisory Committee Budget Priorities**

### **1. Recruitment:**

- Direct funds to outreach and recruitment of underrepresented groups to attract a diverse applicant pool to improve equity and career opportunities of entry level through management positions for all departments and County positions.
- Direct funds to create uniform recruitment and recruitment tracking efforts for all departments to ensure a more diverse candidate pool reflective of the diversity within the County.
- Direct funds to invest in recruitment policies and procedures review and update to enhance diversity in the County management and leadership positions.

### **2. Hiring:**

- Direct funds to locate and utilize a contractor that could identify hiring inequities in the County.
- Direct funds to review and update hiring policies and procedures to enhance diversity in the County management and leadership positions.

### **3. Engagement:**

- Direct funds to create a community engagement team in every County department that creates work plans and report progress with a focus on service delivery, diversity, equity and inclusion.
- Direct funds to create and implement innovative diversity and equity programs to help and improve employee progress and outcomes for promotional opportunities (entry level through management positions).

### **4. Cultural Competency:**

- Direct funds to cultural competency training for hiring supervisors and managers (modeled after DHA best practices).

### **5. Job Class Review:**

- Direct funds to reexamine/revise job classifications with higher education requirements to allow for apprenticeships and more entry level opportunities.