



BOARD OF COMMISSIONERS

AGENDA REQUEST & STAFF REPORT

MEETING DATE: Wednesday, February 5, 2025

SUBJECT: Diversity, Equity, Inclusion and Access (DEIA) Committee

RECOMMENDED MOTION:

None

BACKGROUND AND POLICY IMPLICATIONS:

In 2023, the County created a countywide internal DEIA Committee. The Committee is comprised of staff members from Community Justice, Health Services, IT, Solid Waste, and Risk Management with support from Administration. Its mission is to integrate best practices for diversity, equity, inclusion, and access into County policies, services, and programs. Members are authorized by their department heads to spend up to 4 hours per month on committee work.

The Committee is in the final stages of the process to create its first work plan, focused on:

- i. Assessment of existing DEIA initiatives across the County
- ii. Employee Retention
- iii. Employee Communications

Staff seeks Board direction on if it would like the committee to continue its work. If a decision is made to sunset the Committee, the employee retention work will shift to the County's Human Resources Department to be completed as capacity is available. We do not expect this decision to impact existing DEIA work being completed in departments and offices.

BUDGET IMPACTS:

None.

ATTENDANCE:

Nick Lelack, County Administrator

Whitney Hale, Deputy County Administrator