

Expanding Workplace Diversity, Equity, Inclusion and Accessibility (DEIA) Initiatives to Benefit Underserved Populations

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THE U.S. CONFERENCE OF MAYORS
WORKFORCE DEVELOPMENT COUNCIL

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Introduction

A city's workforce operates best when it reflects the community it serves, and it cannot do so without incorporating long or short-term Diversity, Equity, Inclusion and Accessibility (DEIA) goals and strategies aimed toward the inclusion of, but not limited to, communities who have faced historic discrimination based on their race, sexual orientation, gender, and disability. Cities have already made big strides toward equal and fair treatment employment practices by undertaking Diversity, Equity and Inclusion (DEI) initiatives. Though there has been progress, employers must recognize that accessibility is a critical component in ensuring that they are encouraging and empowering the participation of individuals with disabilities in their workforce.

Cultivating a culture of inclusion can be key for both a city's private and public sector workforce to succeed in hiring and retaining skilled workers. A survey conducted by Glassdoor found that more than 3 in 4 (76%) job seekers cited a diverse workforce as an important factor when evaluating companies and job offers. It's clear workers no longer want the bare minimum when it comes to DEIA from their employer. By taking steps to assess their workforce's DEIA needs, creating specific goals, establishing strategies and actions to achieve those goals, and developing internal structures to continually advance DEIA initiatives, cities can strengthen their hiring, retainment, and employment practices.



Improving Workforce Diversity, Equity, Inclusion and Accessibility Outcomes: *Citywide Evaluation*

Conducting a Workforce Equity Study

To properly address potential inequities within your public sector workforce it is vital to evaluate current hiring practices and policies for employee advancement, retention, and inclusion. Capturing these measures through statistical analysis and employee feedback will allow your city to properly prepare a precise and effective plan of action to remove systemic barriers within hiring and employment processes. Conducting a workforce equity study will assist in capturing these measures and designate a starting point in preparing a plan to tackle inequality within your city's workforce.





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