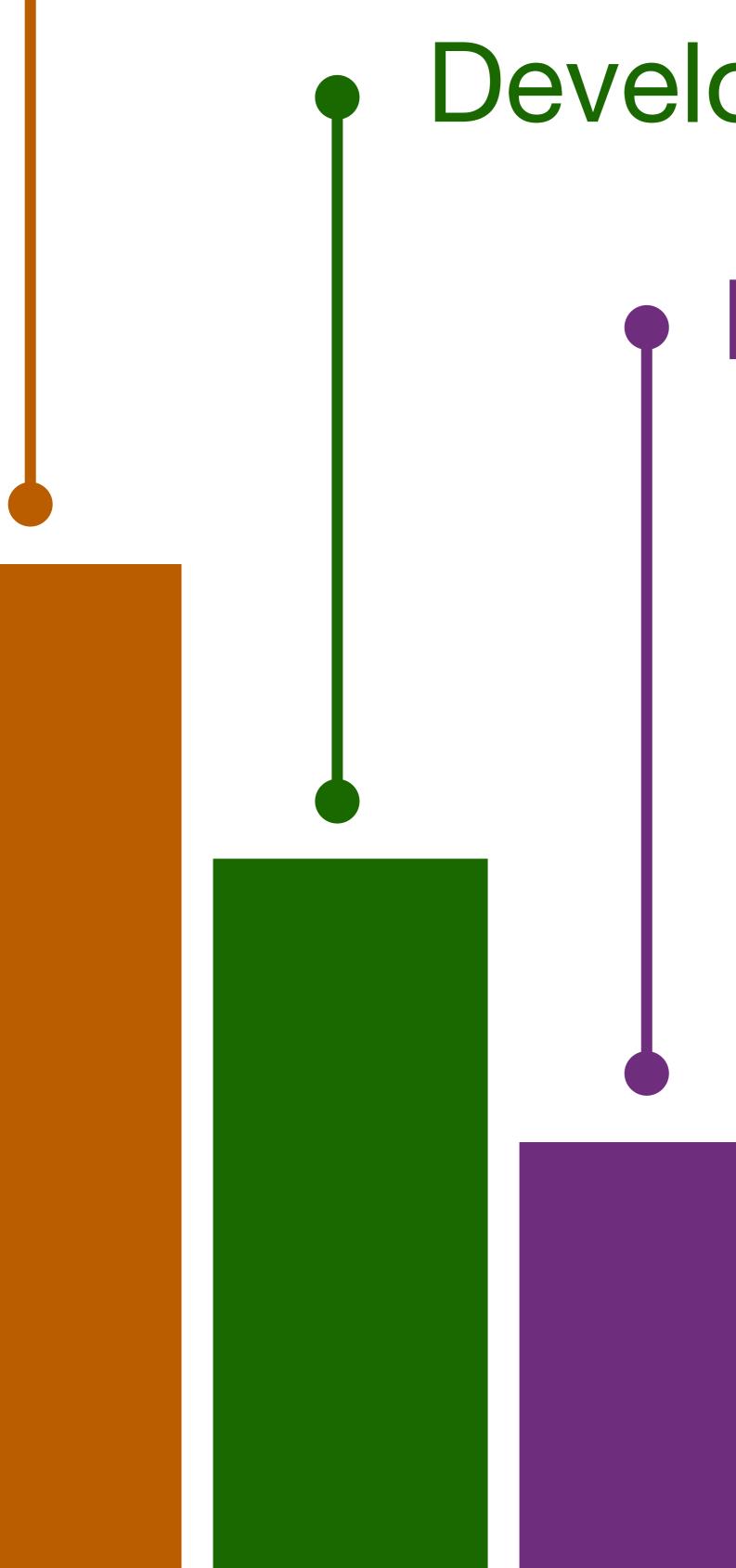
## **1<sup>st</sup> Priority**

Transfer responsibility for protected class complaint investigations



Develop clear countywide communication for "Leading with Race"

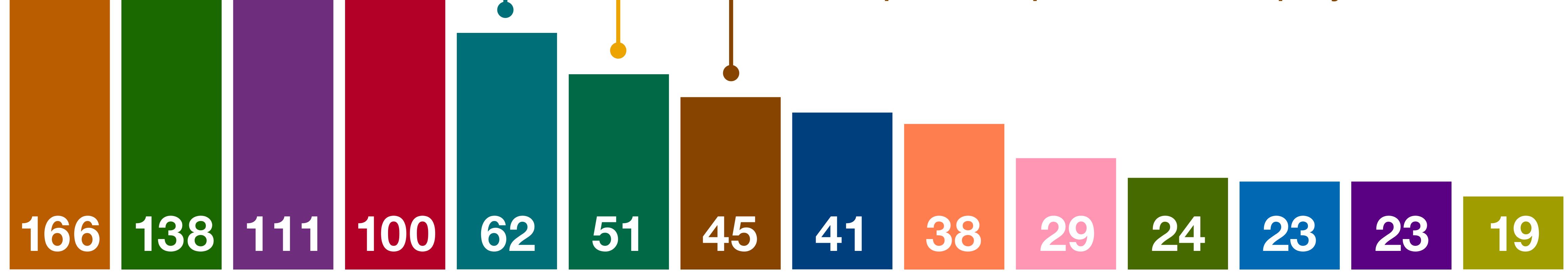
• Design a leadership development and accountability model

Creating shared language, glossary and education material

Reorganize Talent Development and Talent
Acquisition resources

 Analyze current communication channels; identify benchmarks

• Develop a comprehensive equity toolkit



Develop departmental evaluation metrics

Conduct Countywide Employee Survey Belonging Survey

Develop model for exempt employees

Review ODE current and proposed roles and responsibilities

FY 2020 budget to meet expanded ODE scope of work

Update ODE job classifications and job descriptions

Define and standardize Departmental Equity Manager positions

## 2<sup>nd</sup> Priority

Design a leadership development and accountability model

Transfer responsibility for protected class complaint investigations

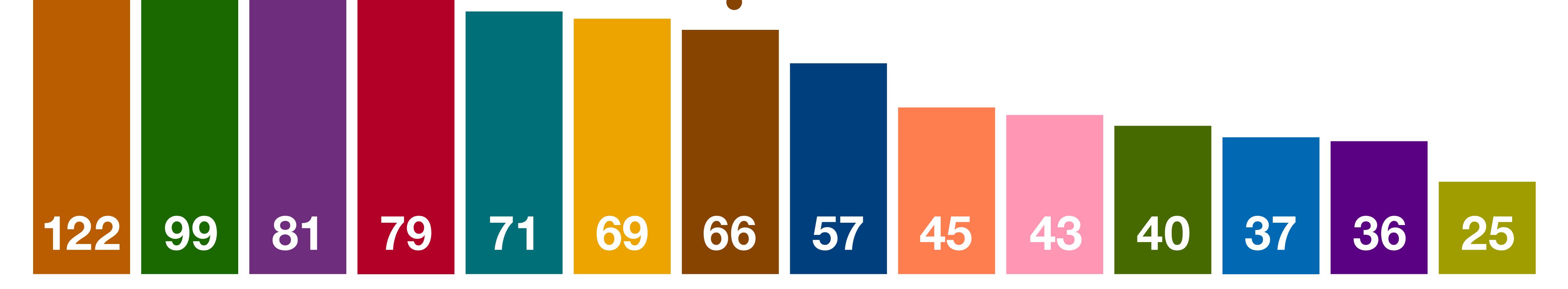
• Develop a comprehensive equity toolkit

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FY 2020 budget to meet expanded ODE scope of work

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## 3<sup>rd</sup> Priority

Design a leadership development and accountability model

Transfer responsibility for protected class complaint investigations

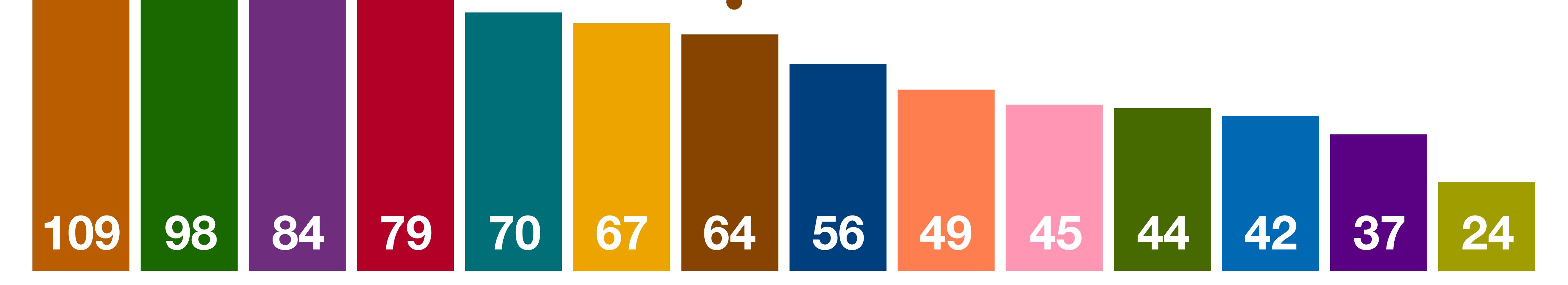
• Develop a comprehensive equity toolkit

• Creating shared language, glossary and education material

 Analyze current communication channels; identify benchmarks

> Develop clear countywide communications for "Leading with Race"

> > • Develop departmental evaluation metrics



Reorganize Talent Development and Talent Acquisition resources

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Define and standardize Departmental Equity Manager positions

Develop model for exempt employees •

FY 2020 budget to meet expanded ODE scope of work

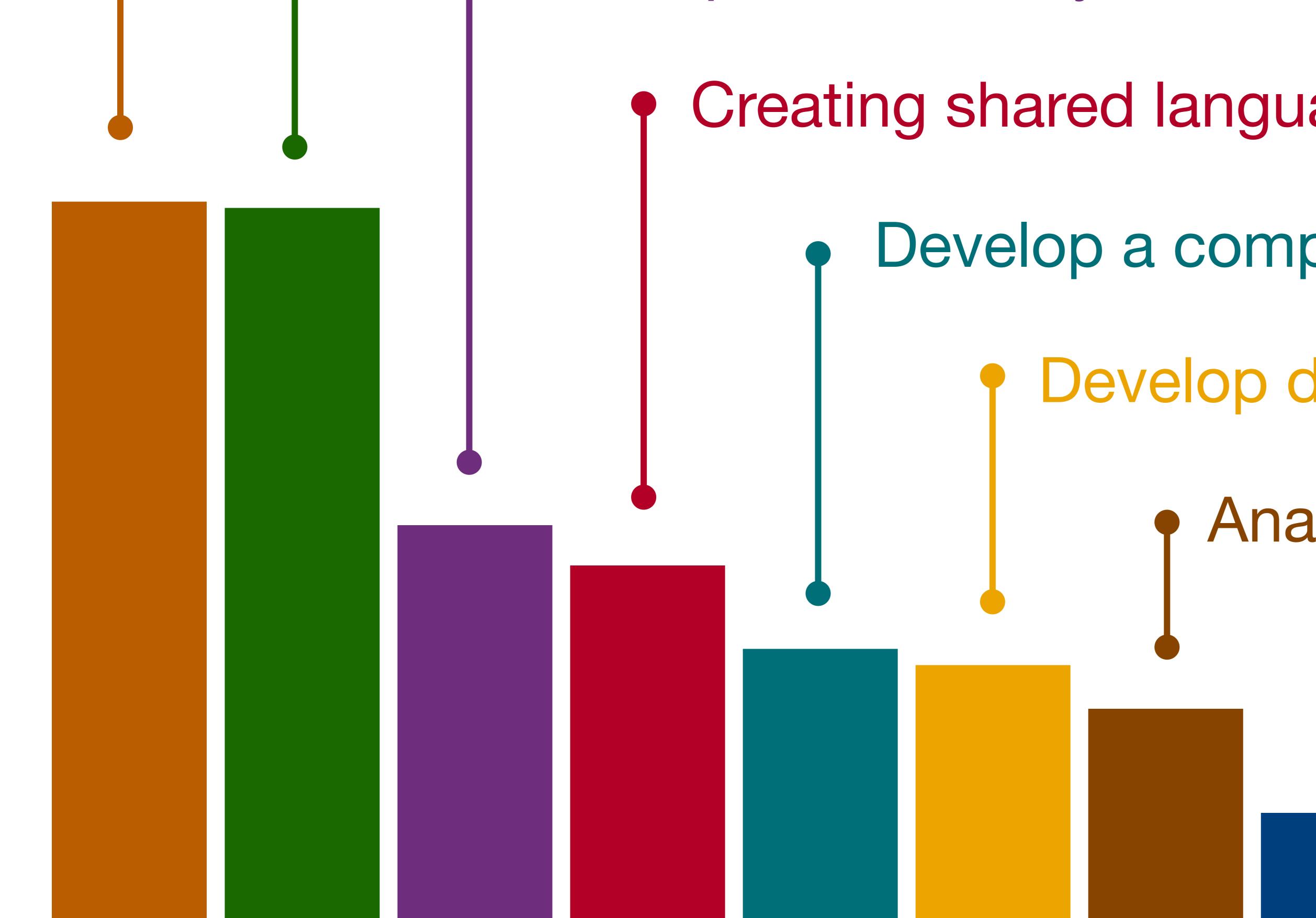
Update ODE job classifications and job descriptions

## **Combined Results**

Transfer responsibility for protected class complaint investigations

Design a leadership development and accountability model

Develop clear countywide communication for "Leading with Race"

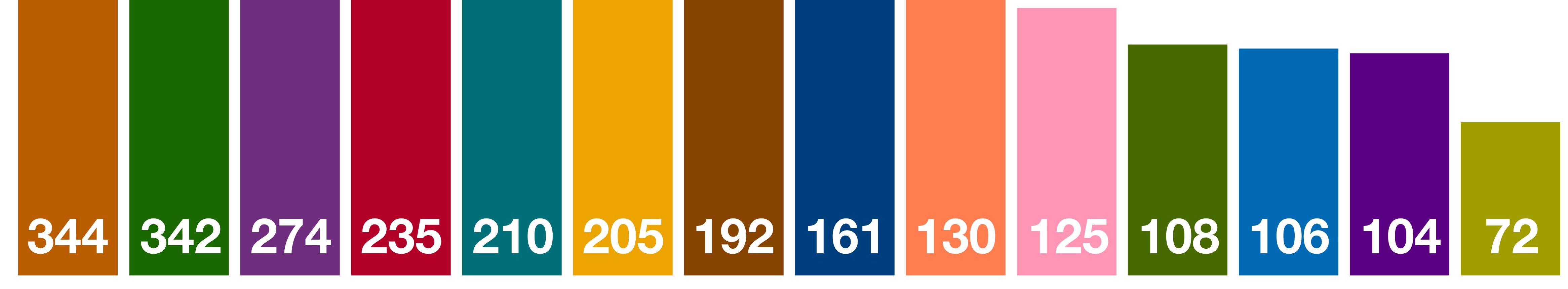


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