



## **Joint Transportation Committee of the Washington State Legislature**

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# Project Scope



## Scope

- Understand the current state and provide recommendations to **improve diversity, equity, and inclusion at WSP** with a particular focus on workforce recruitment, retention, and training
- Develop an actionable, institutionalized Workforce DEI Strategic Recruitment Plan and DEI Training Plan that internally and externally **aligns with WSP's DEI goals**



## Activities

- **Conducted a current state assessment of DEI at the WSP and provide a Findings Report based on the data collected**
- **Collected and analyzed quantitative and qualitative data**
- Facilitated a **DEI Strategy Lab** with WSP's senior leaders to drive DEI strategy and vision on workforce recruitment, retention, and training
- Developed **DEI Strategic Recruitment Plan** and **DEI Training Plan** driven by the Findings Report with a particular focus on workforce

# Summary of Findings

**DEI Strategy and  
Infrastructure**

**Recruitment  
and Onboarding**

**Retention and  
Advancement**

**Training**

**Psychological  
Evaluation**

**Law Enforcement Brand and Culture**

# Summary of Recruitment Strategy and Tactics



Infusing DEI into WSP's brand, recruitment, and onboarding procedures and strategies enhances Washington State Patrol's ability to diversify its workforce and compete for top talent



**Build Brand as an Employer of Choice**



**Diversify Talent Source**



**Revamp Evaluations & Interviews**



**Evaluate Positions & Dispositions**



**Hiring & Onboarding**

# Recommendations for Retention Plan

**Culture**



**Analytics**



**Strategic  
Communications**



# Summary of Training Recommendations

5 training themes were identified from the research to advance DEI at WSP:

- ✓ **Introduction to Diversity, Equity & Inclusion Training**
- ✓ **Inclusive Leadership**
- ✓ **Unconscious Bias**
- ✓ **Allyship and Bystander Intervention**
- ✓ **Law Enforcement Culture**

# Questions?