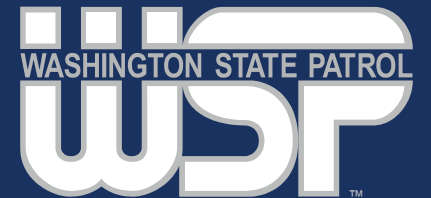

JOINT TRANSPORTATION COMMITTEE DEI STRATEGIC RECRUITMENT & RETENTION PLAN

NOVEMBER 2021

PRESENTED BY:

CHIEF JOHN R. BATISTE



ESHB 2322 – TRANSPORTATION BUDGET SUPPLEMENTAL

Requires WSP to contract for a workforce diversity strategic action plan that includes:

- Current and past employment data on the general composition of WSP workforce and of its protective service workers
- Research into the reasons for the underrepresentation of minorities and women in WSP workforce
- Research on best practices for recruiting across the state and from communities historically underrepresented in WSP workforce
- Case studies of law enforcement and other agencies that have successfully diversified their workforce
- A strategic plan with recommendations that will address disparities in WSP employment ranks in both commissioned and noncommissioned personnel, with a focus on executive, command, and supervisory employees

WHAT WE LEARNED

- Formally incorporate DEI as part of its brand strategy
- Integrate DEI across WSP's recruitment efforts
- Improve WSP's public perception
- Make DEI integral for evaluation and interviews
- Gather and analyze data to produce an agile recruiting framework
- Nurture WSP's culture of inclusion
- Use analytics to transform data into actionable insights
- Increase awareness and transparency with a robust communication strategy

WHAT WE HAVE DONE

Completed numerous action items and continue to make progress. Just to name a few, here are some items we have completed:

- Signed a 30x30 initiative to publicly commit to advancing women in policing
- Created a dedicated DEI page for marketing and recruiting
- Created targeted marketing campaigns to attract a more diverse workforce
- Developed a DEI toolkit for recruiters and managers to act courageously and inclusively
- Updated our performance development plan with DEI metrics
- Incorporated DEI into our mission statement, regulation and procedural manual
- Created a DEI Council Board within the agency
- Contracted with Public Safety Psychological Services to provide applicant psychological screening

LONG TERM GOALS

- Promote WSP as an employer of choice as it relates to DEI by communication and training
- Train staff and leaders on the benefits of DEI and how to improve employee workplace experiences
- Continue to strengthen our partnerships with the community to build a diverse workforce
- Continue to improve on our hiring process to ensure equity for all interested applicants

CHALLENGES

- Law enforcement employment interest has waned significantly and was recently identified as a state and nationwide crisis
- Continue to see a reduction of applicant packets due to pay incentives offered by other law enforcement agencies, vaccine mandate and current police reform
- WSP facing significant future retirement attrition between 2021 and 2025 on top of current vacancies