

Introduction to the Destination Workplace Initiative for the Health Equity, Diversity and Inclusion Council

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March 10, 2022



Getting to Know You

- Introductions
- For the best place you ever worked, what's one thing they did that made you feel like you were accepted and belonged?

Employee Satisfaction



Employee Engagement



Measuring Engagement at DHS

Year	
2006	Central Wisconsin Centers starts surveys
2010	More DHS facilities start to do surveys
2012	Gallup-like questions added to survey
2017	Employee survey for almost all DCTS wide (2/3 of DHS)
2019	1 st launch of Stay and Grow (all staff)
2020	2 nd Stay and Grow Survey
2022	3 rd Stay and Grow Survey (planned)

Stay and Grow Survey

- 42 questions
- Two overall questions:
 - Overall, I am satisfied with my job.
 - I recommend DHS as a good place to work
- Five dimensions of questions:
 - Meaningful work
 - Hands-on management
 - Positive work environment
 - Growth opportunity
 - Trust in leadership



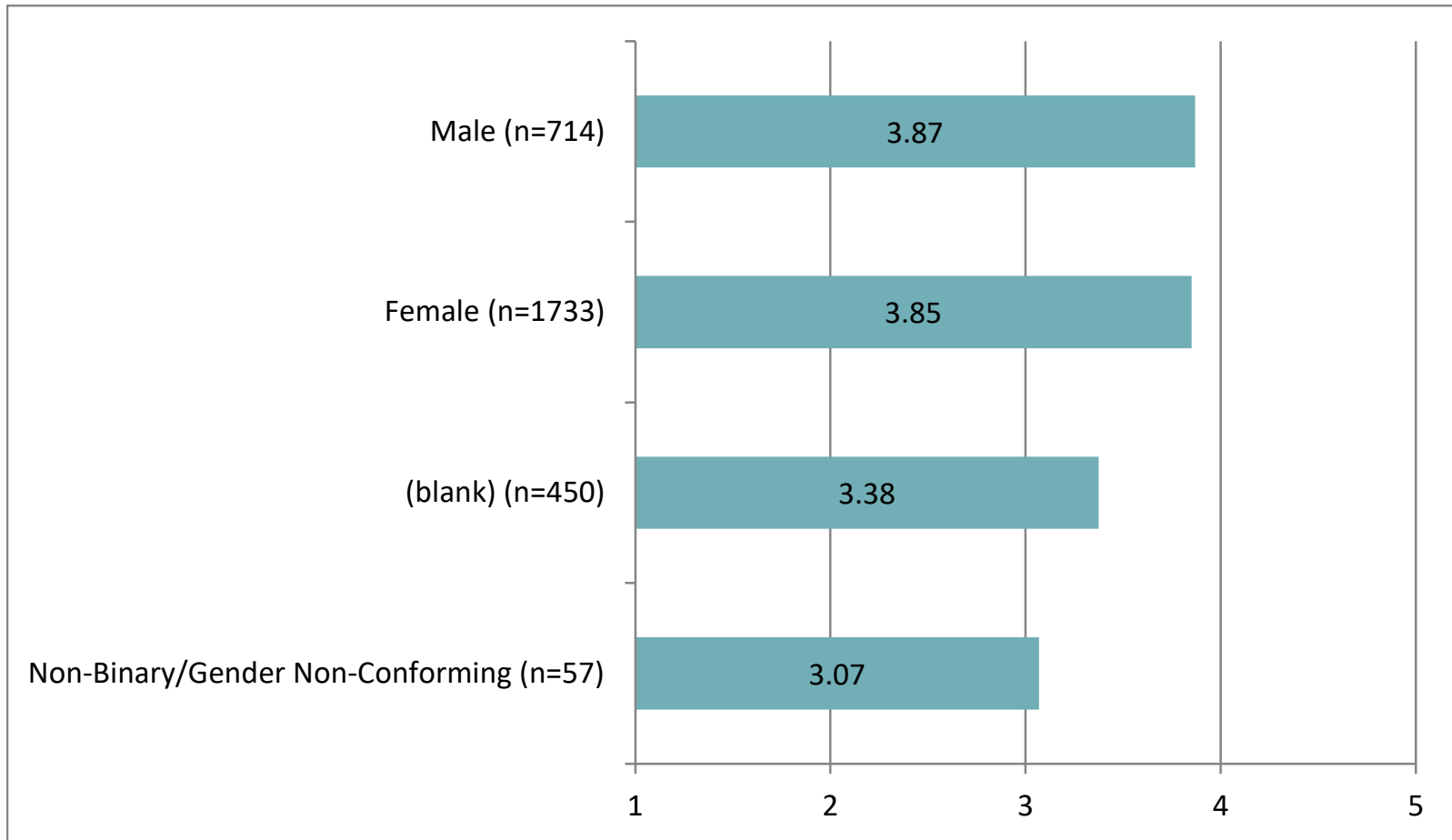
2019 Improvements to Survey

- Added demographics for gender, race/ethnicity
- Added the question, “Supervisors work well with employees of different backgrounds.”
 - 74% of respondents indicated agree or strongly agree in 2019
- Added the question, “I recommend DHS as a good place to work.”

Overall Results from an Equity and Inclusion Perspective

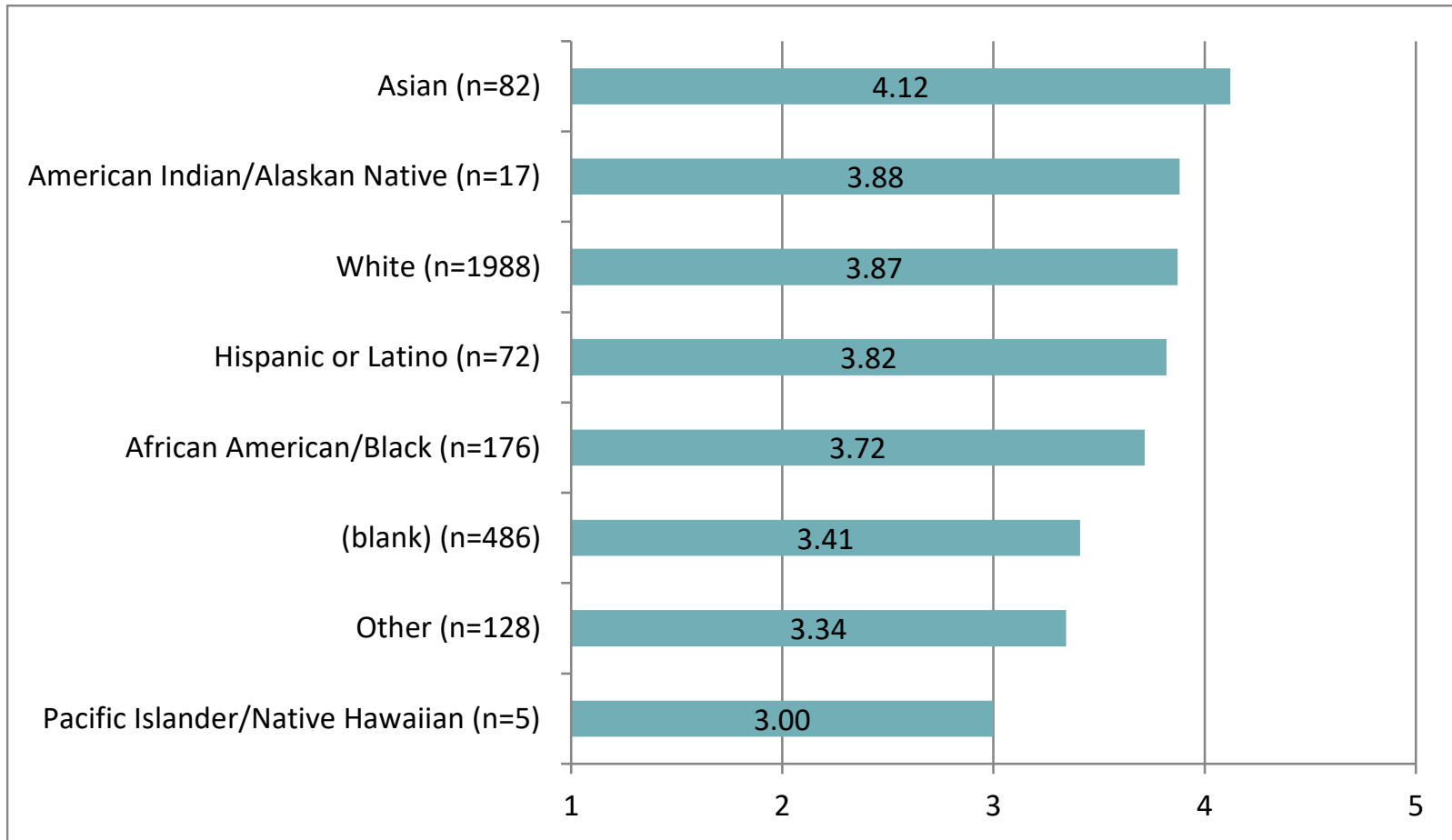
2020 Stay and Grow Results

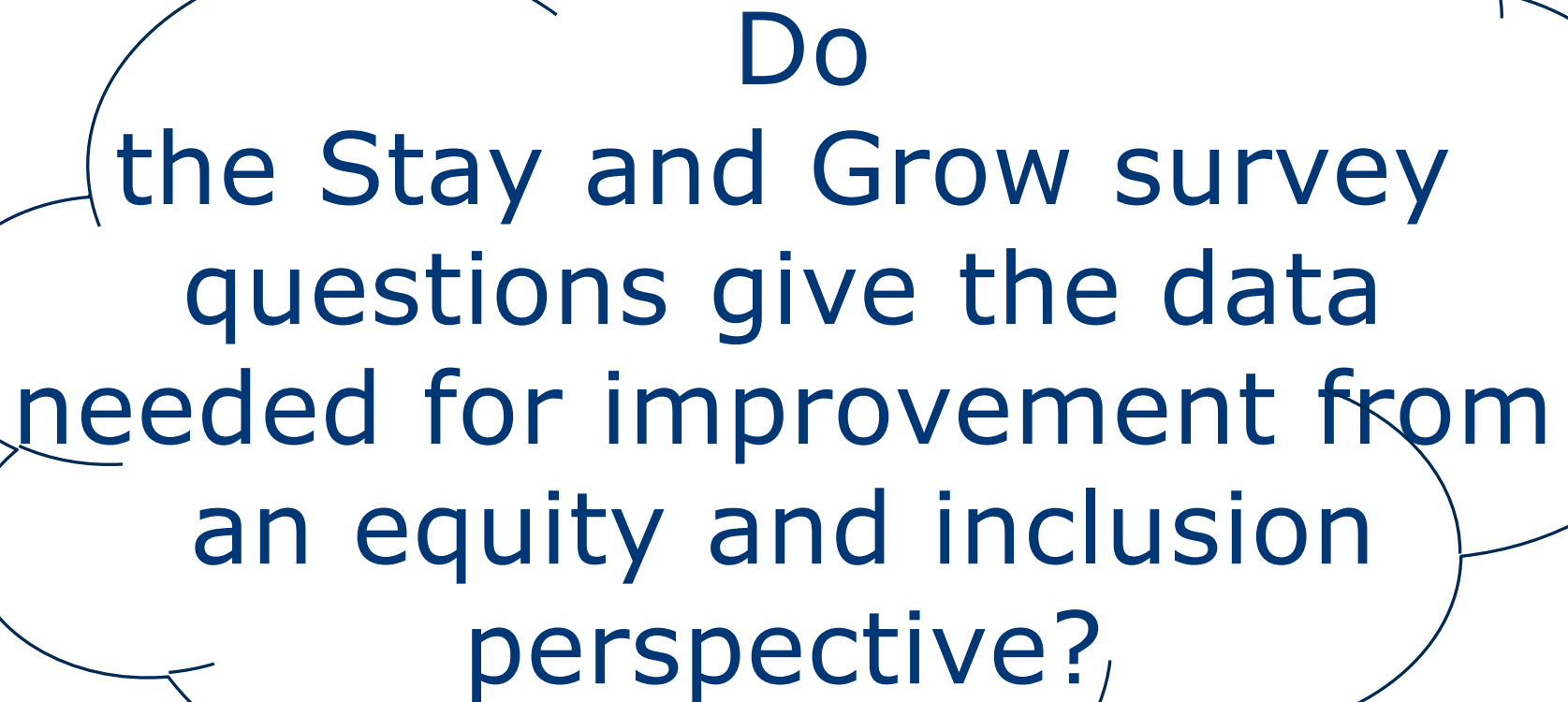
Satisfaction-Gender



2020 Stay and Grow Results

Satisfaction-Race/Ethnicity





Do
the Stay and Grow survey
questions give the data
needed for improvement from
an equity and inclusion
perspective?

Equity and Inclusion Stay and Grow Action Plans

How will you address lower rates of employee engagement for different demographic groups of employees, e.g. different genders or racial/ethnic groups? How will you ensure all employees have high rates of employee engagement?

DHS Equity and Inclusion Plan

Workplace Culture		
Goal		
By 2023, see year over year increases in employee satisfactions as reported in the Stay and Grow survey by marginalized staff with regards to topics such as professional growth, sense of value, and cultural inclusion.		
Objectives		
1. Improved communication with all staff throughout DHS so they feel informed and have this reflected on the Stay and Grow Survey year over year.	2. Improved staffs feeling of being valued and appreciated across DHS and have this reflected in the Stay and Grow Survey year over year.	3. Improved staffs feelings of completing meaningful work across DHS and have this reflected in the Stay and Grow Survey year over year.
Strategic Activities		
<ul style="list-style-type: none"> ➤ Leadership training on communication, appreciation, creating meaningful work, and additional trainings as it relates to workplace culture ➤ Identify the team responsible for analyzing the Stay and Grow survey to better understand experiences of staff from marginalized populations ➤ Consider opportunities to reduce the level of personally identifiable information provided in the survey to further promote honest feedback to further de-identify responses ➤ Identify opportunities to leverage supervisors / mentors across DHS to encourage participation in the Stay and Grow survey ➤ Identify opportunities to increase DEI-related education for all staff across DHS ➤ Develop targeted discussion groups for individuals to engage in DEI-related conversations and work with BEI to provide facilitator training 		

Destination Workplace Team Structures

- Destination Workplace Steering Team
- Destination Workplace Best Practice Sharing (Point of Contact) Team

Partnership and Collaboration Opportunities



Questions?

