



Snohomish County Council

Committee: Finance
ECAF: 22-0793
Proposal: Mot. 22-345

Analyst: Heidi Beazizo
Date: August 18, 2022

Consideration

The Executive's Office requests Council consider approving proposed Motion 22-345 which would approve and authorize the adoption of the Snohomish County Executive Branch Equal Employment Opportunity Plan for 2022-2023.

Background

Snohomish County, through adoption of SCC 3.57.010 is committed "to provide equal employment opportunity to all its employees and applicants for employment, and to assure that there is no discrimination against any person on the basis of his or her race, color, sex, religion, marital status, national origin, age, sexual orientation, citizenship, veteran status, or the presence of any sensory, mental, or physical disability in accordance with state and federal laws." In addition, Snohomish County will act affirmatively "to eliminate barriers to equal employment opportunity encountered by women and racial minorities and to improve employment opportunities available to specific underutilized groups of women and racial minorities". Snohomish County Code 3.57.060 requires County Council to adopt an affirmative action plan.

Current Proposal

Scope: Motion 22-345 requests Council adopt the 2022-2023 Equal Employment Opportunity Plan. Some key components of the plan:

- Executive Departments shall submit a draft equal employment opportunity plan including the identification of under-represented EEO Job Categories; projection of expected hiring opportunities in the coming twelve (12) months; and strategies to achieve equal employment opportunities such as recruitment and outreach to diversified applicant pools. Departments are expected to document their outreach and recruitment efforts on a semi-annual and annual basis.
- County populations of individuals identifying as Asian, Hispanic/Latino, Black/African American, American Indian/Alaskan Native and Native Hawaiian/Pacific Islander have all increased; County workforce data indicates that the county lags behind and remains dominated by individuals identifying as white (as defined by federal guidelines).
- The Proposed 2022-2023 goals are:
 1. Continue to expand virtual EEO training for supervisors and non-supervisory personnel;
 2. Anticipate opportunities for live-large group and department specific EEO training;
 3. Continue improving and enhancing New Employee Orientation recorded training on County policies;
 4. Continue work on developing and rolling out a formal County policy addressing workplace conduct expectations, professionalism and civility;

5. Enhance efforts to recruit, hire and retain people of color consistent with evolving County demographics;
6. Continue encouraging and facilitating department specific DEI training; and
7. Further develop coordination between HR, EEO officer, DEI Committee and specific departments regarding county branding and marketing and development of referral relationships for qualified candidates.

Duration: 2022-2023

Fiscal Implications: N/A

2022 Budget: N/A

Future Budget Impacts: N/A

Handling: NORMAL.

Approved-as-to-form: N/A

Risk Management: N/A – FYI Provided

Executive Recommendation: APPROVE

Request: Move this motion to GLS on August 31 for Council to consider taking action.