



MGT



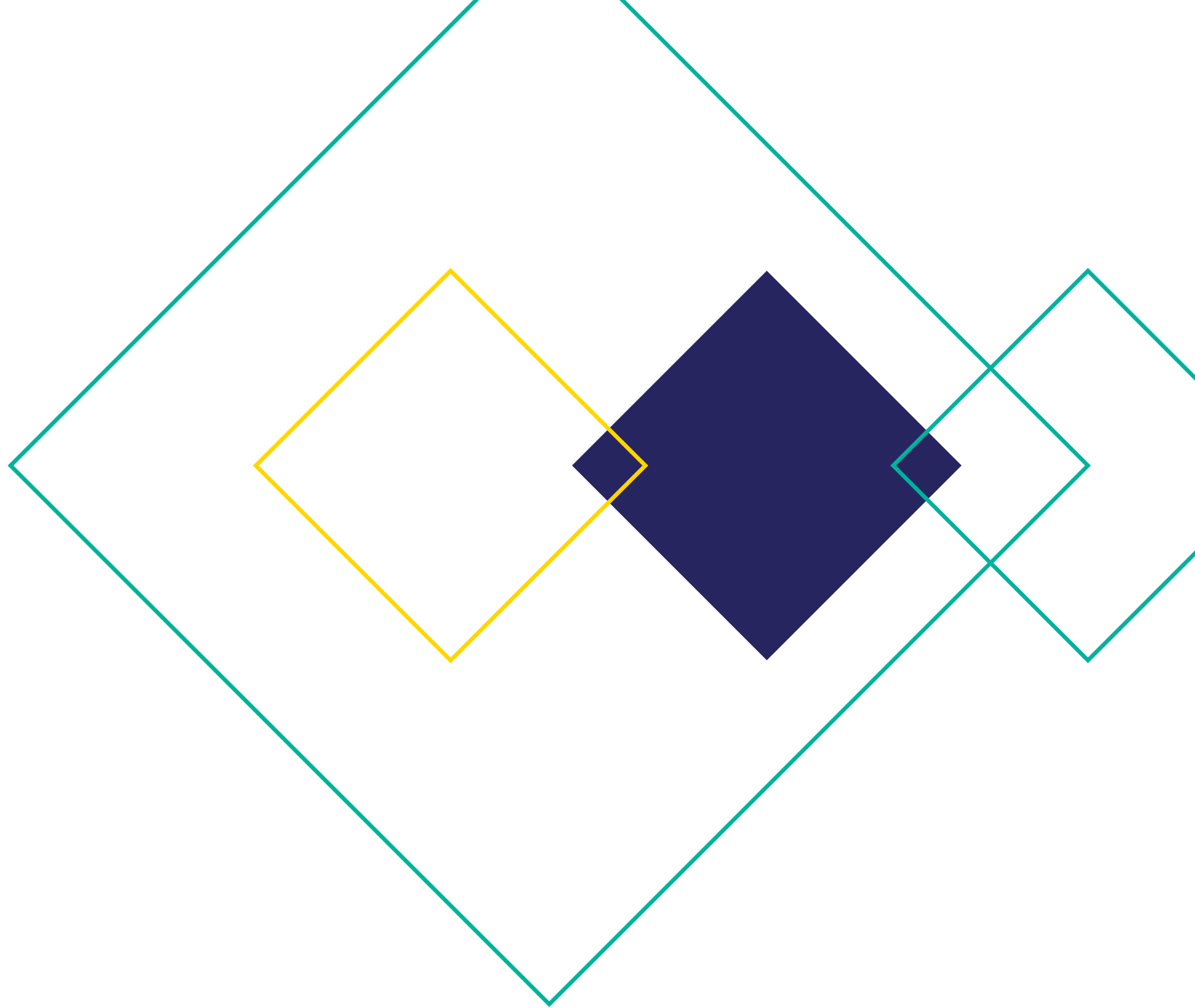
Snohomish County
Washington

Snohomish County

DEI Assessment Status Report

June 7, 2023

Progress Update





Project Delivery | *A Five Phase Approach*

1. Project Kickoff & Client Engagement

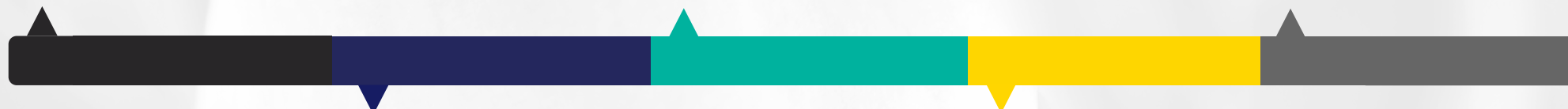
Project Kickoff
Client Engagement

3. Community Engagement

Community Outreach and Engagement
Community Focus Groups

5. DEI Action Plan

Future Envisioning Analysis
Development of DEI Action Plan
Development of Progress Monitoring Plan



2. Organizational Assessment

Analysis of Policies and Practices
Staff Outreach and Engagement
Equity Resource Library

4. Summary Report and Presentation

DEI Assessment Report
Presentation of Findings and Recommendations

Completed Action Steps:

- Best Practices Review
- Policy Analysis
- Survey Distribution and Closure
- Inclusive Communication Strategy
- Community Focus Groups
- Organization Focus Groups



Conducting Internal and External Stakeholder Outreach

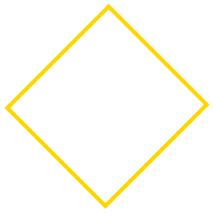
Challenges and Opportunities

- ▶ Ensuring material is approachable for all leadership, staff, and community members, inclusive of all backgrounds
- ▶ Identifying gaps in audience reach

MGT Solution

- ▶ We have been working with your project team to ensure all intended audiences are considered for: participation, access, language/translation access, readability, medium
- ▶ Utilizing interest and influencing mapping as 1 tool for exploration, MGT works alongside you to identify strengths and gaps in audience reach and creates individualized plans to help you get there





MGT's Approach to Staff and Community Engagement

- ▶ MGT believes in culturally responsive community engagement which empowers everyone
- ▶ MGT recognize the unique lived experiences of historically and systemically excluded groups and communities, and our practice reflects this responsive approach
- ▶ MGT has worked alongside the Office of Social to create opportunities for buy-in at all levels of engagement while ensuring all voices are represented and heard.



Communication Strategy and Focus Group Offerings

Inclusive Communication Strategy

- Invitations sent to all staff for Focus Group participation
- Invitations sent to all members of Separately Electeds for Focus Group participation
- Invitations sent to Executive Leadership
- Invitations sent to large number of community members

Community Focus Groups

- Four completed
 - Two in-person
 - Two virtual
- Office hours offered to community members who couldn't attend

Organization Focus Groups

- Three Staff
- One for the OSJ
- Two for Directors and Separately Electeds



Next Steps

- Analysis of all qualitative data collected
 - Focus Group thematic analysis
 - Open questions from survey
- Develop Training and Resource Library
- Summary Report and Presentation
- DEI Action Plan and Progress Monitoring Tool

