



DIVERSITY:

The Blueprint For A Better Rhode Island



*STATE OF RHODE ISLAND
DEPARTMENT OF ADMINISTRATION
DIVISION OF HUMAN RESOURCES*

**HUMAN RESOURCES OUTREACH
& DIVERSITY OFFICE (HROD)**

What is *Diversity*?

Diversity is the recognition, acknowledgement, and valuing of individual differences. When fully embraced, diversity will ensure the *equitable* treatment of individuals in all matters relating to the State's business and employment practices.

History on the *Diversity Initiative*:

In 1999, Governor Almond brought together a team of individuals from around State Government to discuss ways that the state personnel process could be reformed to improve the Government's bottom line. The Diversity Initiative was established as an outcome of those discussions. In an effort to enhance the work of the Department of Administration's Office of Recruitment & Placement, the Human Resources Outreach & Diversity Office (HROD) was formed.

In April 2000, Executive Order – 00-4 was issued. This Order primarily outlined the:

- Compelling need for diversity based on the shift in demographics within the State of Rhode Island;
- Opportunity for diversity based on the expectation of losing one third of our state workforce over the next several years; and,
- Infrastructure for diversity administration.

In January 2005, Governor Carcieri issued Executive Order – 05-2. In addition to rescinding Executive Order – 00-4, this Order:

- Affirmed the establishment of the Human Resources Outreach & Diversity (HROD) Office;
- Set forth responsibilities of HROD to include development of guidelines, best practices, and diversity awareness training;
- Requires annual benchmark reporting; and,
- Creates the *Diversity Advisory Council*.

Goals of *Diversity*:

The goals of diversity are:

- To set direction for Rhode Island State Government (RISG) to develop a workforce representative of its' diverse population through enhanced outreach and recruitment practices, as well as systemic changes that incorporate diversity administration;
- To provide for continuous improvements of policies and practices that align all state government functions with diversity management;
- To create an equitable employment system for all State employees by eliminating the potential for discrimination in human resource policies and practices;
- To develop an environment that fosters respect, responsibility, and accountability by valuing diversity; and,
- To engage in partnerships with community-based organizations to strengthen and support recruitment and outreach activities.

Business Case for *Diversity*:

The State's **Diversity** Initiative is rooted in the belief that people from different backgrounds bring different perspectives, ideas, and solutions to the many issues and problems that we face. Moreover, **diversity** initiatives create an environment where accepted views may be challenged and longstanding practices can be changed with minimal resistance.

The 2004 American Community Survey supports the State's business case for **diversity**:

- Rhode Island's population was reportedly **1,037,002**; (*NOTE: This total does not include persons in Group Quarters, i.e. prisons, long-term care facilities, group homes, hospitals, college dormitories, etc.*)
- Minorities made up **19.9%** of the population;
- Hispanics were reportedly the largest minority population in RI, making up **10.5%** of the population;
- Blacks were reported as the 2nd largest minority population in RI, representing **5.5%** of the population;
- Asians were reportedly the 3rd largest minority population in RI, with a representation of **2.7%** of the population;
- Women made up **51.8%** of the population;
- According to a recent survey **21%** of our uninstitutionalized adult population has a disABILITY;

What are the 2005 demographics of the Rhode Island State Government workforce?

- RISG Workforce as of 6/30/05 was **14,833**;
- Minorities made up **11.6%** of the RISG Workforce;
- Hispanics made up **2.8%** of the RISG workforce;
- Blacks made up **6.4%** of the RISG workforce;
- Asians made up **1.9** of the RISG workforce;
- Women made up **52.8%** of the RISG Workforce; and,
- Roughly, **4%** of the RISG Workforce has a disability.

But most compelling of all is our trend data that tells us about $\frac{1}{3}$ of the RISG workforce will be eligible for retirement over the next several years.

Once fully implemented, the State's diversity initiative will:

- Increase the demographic composition of our workforce to ensure that it is more reflective of our entire population, which will lead to an improved quality of service and a more effective government with its various constituencies;
- Motivate state employees to carry out the State's business with confidence and enthusiasm; and,
- Create a favorable, conciliatory labor environment that protects all parties of interest.

To help assess our workforce and to support the need for diversity to meet the challenges of Rhode Island's future, a state department wide demographic profile is provided:

AS OF: 6/30/05*						
EEO-4 JOB CATEGORIES		TOTAL EMPLOYEES	MINORITY	% MINORITY	FEMALE	% FEMALE
A	Officials/Mgrs. Administrators	883	55	6.2%	350	39.6%
B	Professionals	6717	714	10.6%	3675	54.7%
C	Technicians	597	45	7.5%	238	39.9%
D	Protective Services	1586	205	12.9%	195	12.3%
E	Para-Professionals	1679	366	21.8%	1235	73.6%
F	Administrative Support	1979	225	11.4%	1763	89.1%
G	Skilled Craft	384	26	6.8%	14	3.6%
H	Service Maintenance	1008	81	8.0%	354	35.1%
TOTAL EMPLOYEES		14,833				
TOTAL MINORITY			1,717			
PERCENTAGE MINORITY				11.6%		
TOTAL FEMALE					7,824	
PERCENTAGE FEMALE						52.8%
<p>SOURCE: The source of the information contained in this report is devised from the OLIS Personnel database, which was provided by the Department of Administration, Division of Information Technology and compiled by the Human Resources Outreach & Diversity Office (HROD), as of June 30, 2005.</p> <p>* NOTE: This report includes classified, unclassified, and non-classified employees from a select group of state departments and agencies, including those within the Executive and Judicial branches of State Government, the educational sector, and elected offices. Excluded classes of employees are Seasonal, Patient Help, Contract Employees, Summer Help, Legislative, Emergency Employees and those on unpaid leave. Classified (R.I.G.L. § 36-3&4) employees hold positions in the classified service. Unclassified (R.I.G.L. § 36-4-2) employees hold specific positions inn state government, generally of a policy making character. Non-classified are certain employees of the state educational sector, generally faculty, research, and high-level administrators.</p>						

Diversity and Equal Opportunity Compared:

Diversity is not intended as a vehicle for compromising, replacing or otherwise minimizing the importance of equal opportunity. Instead, the role of diversity is complementary, yet clearly distinguishable from that of equal opportunity. The following diagram highlights the points of distinction between the two:

Diversity

- *Proactive approach to positive systemic change*
- *Inclusive of all groups*
- *Values differences with emphasis on equity*
- *Driven by the business necessity*
- *Empowerment through Executive Order – 05-02*

Equal Opportunity

- *Reactive approach to allegations of discrimination*
- *Emphasis on protected classes*
- *Values equal treatment, particularly for those in protected classes*
- *Driven by the Civil Rights Movement of the 1960s*
- *Empowerment through federal law and R.I.G.L. § 28-5.1*

Strategic Plan for Achieving Diversity:

To achieve diversity in Rhode Island State Government, the Human Resources Outreach & Diversity Office (HROD) has developed an extensive strategic plan that includes the following:

Policy and Program Review: The Office of Diversity has begun a thorough review of the current laws, regulations, policies, practices, and procedures to ensure that their implementation is aligned with the goals of diversity administration. Whenever necessary, the Office of Diversity develops guidelines to effectuate its mission; conducts research on best practices for the promotion of diversity; and provides guidance and technical support to state entities.

Building Partnerships: Since its inception, the Office of Diversity has developed many internal and external partnerships. We began by partnering with the many human resource practitioners, EEO committee members, and union leadership from around state government. We partnered with the Department of Labor & Training to develop a website that lists all state jobs and exams. We also developed partnerships with several community-based organizations, whose support is vital to our outreach and recruitment efforts.

Recruitment and Referral: Through our outreach efforts, we identify and refer a diverse pool of qualified applicants for various employment opportunities and civil service examinations when they become available within RISG. We are also developing an automated talent bank that will allow us to electronically store applicant skills so that we can more effectively identify and refer applicants for State jobs, civil service examinations and training opportunities.

Education and Training: The Office of Diversity regularly holds an *Informational Session* intended to educate the public on the state's hiring and civil service exam process. Additional, through a grant from the Federal Mediation and Conciliation Service, we have designed a diversity awareness orientation program to educate current state employees.