



DIVERSITY, EQUITY, INCLUSIVITY & OTHER TRAINING PROGRAMS

Human Resources Department

City Council

November 17, 2020

A scenic view of a city at sunset, with a stone tower in the foreground. The tower has a domed top and two arched windows. The city below is bathed in the warm light of the setting sun, with mountains visible in the distance.

LEARNING & DEVELOPMENT

We are on a **Mission** to inspire a culture of learning that cultivates personal and professional **confidence**.



Our **Vision** is to be thought partners in achieving results by **investing in others**.

STRATEGIC FOCUS



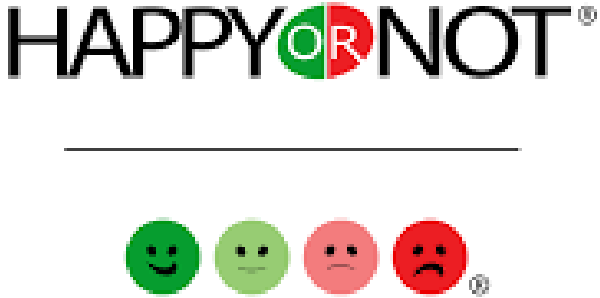
DATA SOURCES



2018 Engagement Survey Results

City of Riverside
June 2019


CPS HR  CONSULTING™



HAPPY OR NOT®


Quality of Life Survey

Report Submitted to:
City of Riverside (Office of Economic Development)

Submitted by:

CALIFORNIA STATE UNIVERSITY
SAN BERNARDINO
Institute of Applied Research
and Policy Analysis

2020 

Global
Talent
Trends




**Employee Separation
Questionnaire**



**Association for
Talent Development**

TALENT 2.0
A Modern Approach to Attracting & Retaining
Top Talent in Local Government

Spring 2018 Report


Cal-**ICMA**
California Consortium
A State Affiliate of ICMA
Talent Initiative

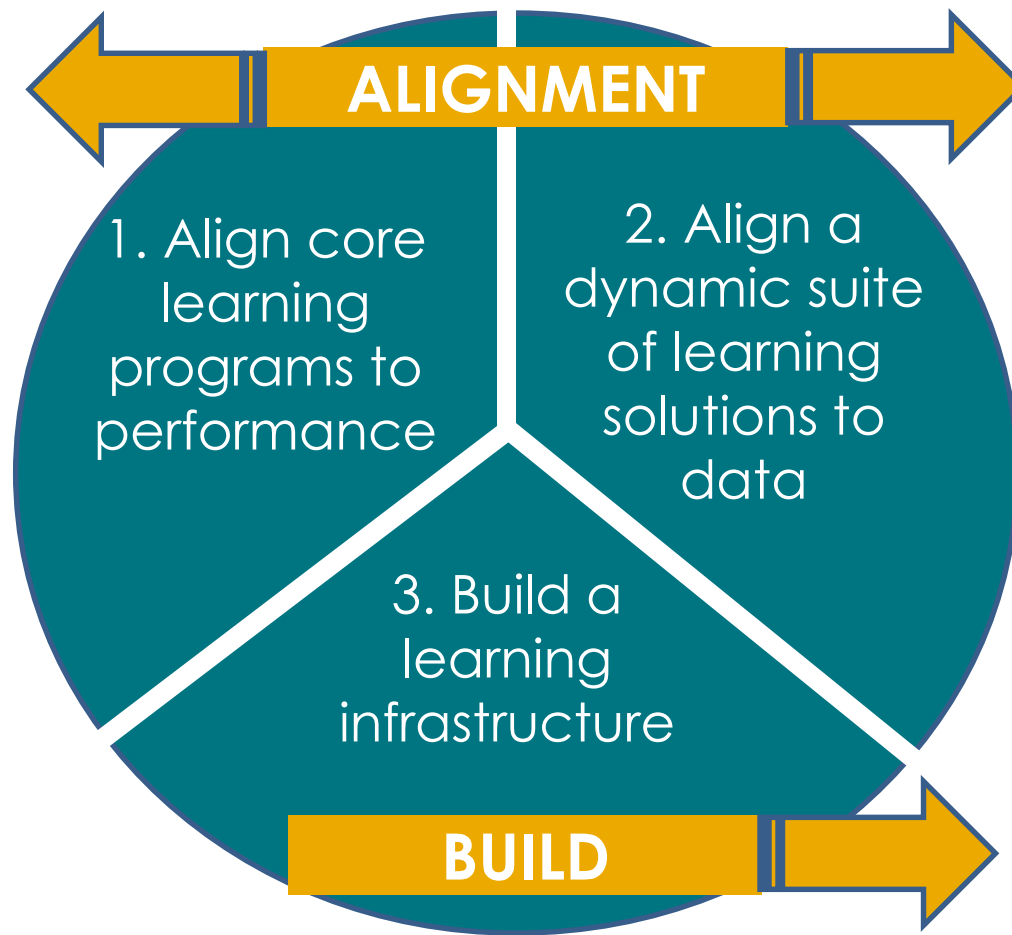
CITY MANAGER Performance Measure with Related Goals		
UPDATED STRATEGIC GOAL	PERFORMANCE MEASURE	TARGET



City Council Meeting
July 14, 2020

KEY STRATEGIC OBJECTIVES

- Performance-based learning



- Supervisor Development
- Succession Planning
- Career Advancement
- Diversity, Equity & Inclusion

- Staffing
- Budget
- Branding

DIVERSITY, EQUITY AND INCLUSIVITY



Council Policy Direction

- ✓ Strategic Priorities/Cross-Cutting Measures
- ✓ Resolution – Racism is a public health crisis
- ✓ Anti-racism Vision

Office of Sustainability (CMO) – Triple Bottom Line: Social Responsibility

Human Resources Department:

- Establish Training and Development
- Create Diversity Officer Position

RECOMMENDATIONS

That the City Council:

1. Authorize a supplemental appropriation in the amount of \$115,000 in the General Fund, funded by a portion of an unanticipated refund from The Standard Insurance Company, for citywide training programs as outlined by the Human Resources' Learning and Development Division's Strategic Plan; and
2. Authorize the consolidation of existing, vacant positions to establish a new Diversity Officer position with the intent of recruiting the position no later than the first half of FY 2021/2022.

