

**The Office of Equity, Diversity and Inclusion:**

# **A New Direction**

**Presented by: Richard E. Torres-Estrada**



# PRESENTATION OBJECTIVES

- Describe Who We Are...
- Describe Past Roles and Responsibilities
- Describe Current and Future Initiatives/Efforts
- What Can We Do To Assist You...

**DHRM**  
**OFFICE OF EQUITY, DIVERSITY AND INCLUSION**  
**WHO WE ARE...**

**Richard E. Torres-Estrada**

**Director**

**Brenda Knight**

**Administrative and Office Specialist**

**Vacant**

**Diversity Program Specialist**

**Kera Woodard**

**EEO Program Specialist**

**Ryan Bridgett**

**EEO Program Specialist**

# DHRM

## OFFICE OF EQUITY, DIVERSITY AND INCLUSION

### Before:

1. First, DHRM Equal Employment Services (EES)
  2. Then, EES merged with Employment Dispute Resolution
- ❑ Past Focus: Compliance (EEO Investigations, EEO Assessments)

### Present:

1. DHRM Office of Equity, Diversity and Inclusion
  2. Separate Office as originally established
- ❑ Current Focus:
    - ✓ Compliance (Investigations and Assessments) – Responsibility kept per Code/Policy
    - ✓ Learning and Education in the areas of Inclusion, Diversity, Civility in the Workplace, Harassment Prevention; and
    - ✓ Outreach
    - ✓ Cultural Observances

# DHRM

## OFFICE OF EQUITY, DIVERSITY AND INCLUSION

### The Road Ahead:

- **Round Table Discussions**
- **EEO, Diversity and Inclusion Forum**
- **Form Partnerships and Alliances**
- **Share Business Case for Additional Resources**

**DHRM**  
**OFFICE OF EQUITY, DIVERSITY AND INCLUSION**

# **Our Vision**

**An Inclusive, Diverse, and High-Performing  
State Workforce**

# STRATEGIC GOALS

**Goal 1:**

**Demonstrated Commitment  
from Leadership**

**Goal 2:**

**Outstanding Outreach,  
Education and Development**

**Office of Equity,  
Diversity and Inclusion**

**Goal 3:**

**Exceptional Advisory Services**

**Goal 4:**

**Relevant, Consistent, Periodic  
Assessments**

# HOW CAN WE SERVE...

## Agent of (Cultural) Change

- Business Partner
- Sounding Board
- Communicator
- Engager
- Educator
- Coach
- Advisor
- Evaluator
- Mover & Shaker
- Leader



# WORDS TO PONDER...



“When we feel a sense of belonging it is not because we are the same as everyone else, but because we have been accepted as we are.”

That's Inclusion...

## FOR MORE INFORMATION AND GUIDANCE

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Director

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