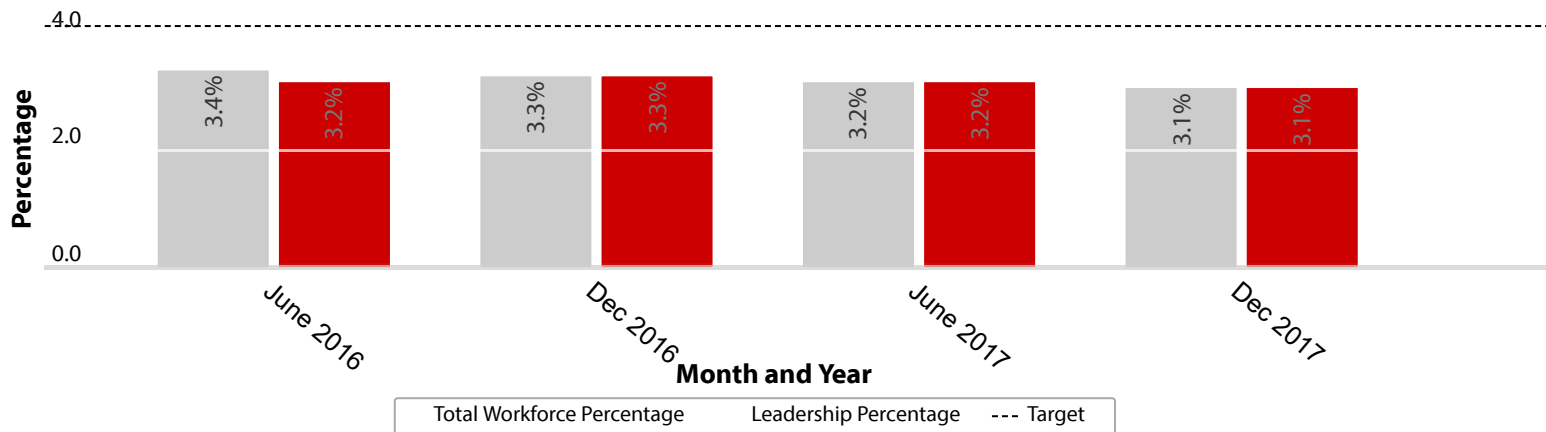




Goal 1.5.a: Increase the representation of individuals with disabilities in leadership positions from 3.2% to 4.1% by July 2020.

Leadership positions are those included in the Officials and Administrators Affirmative Action [Job Group](#). This includes most [Exempt Management Service \(EMS\)](#) positions, all [Washington Management Service \(WMS\)](#) positions and some [Exempt](#) positions.



[Explore the data](#)

Data source: HRMS, American Community Survey

Why is this a priority?

We believe that to achieve a diverse, equitable and inclusive work environment, we must turn to the leadership in the state. By targeting our initial measure on the leadership level, we affirm that employees are a reflection of their leadership and that culture comes from the top. We want to ensure that all employees, regardless of protected class status, have the same opportunities to grow and take on new leadership roles in our workforce.

In particular, we are very invested in increasing the number of individuals with disabilities who work for the state of Washington. We plan to focus our efforts and make meaningful changes to reflect the population of Washington.

How are we doing?

Individuals with disabilities currently compose 3.2 percent of all leadership positions in the executive branch workforce. A breakdown of positions defined as leadership positions above shows 3.6 percent of EMS, 3.5 percent of WMS and 1.2 percent of exempt positions are held by individuals with disabilities. Additionally, the [HR Management Report](#) for fiscal year 2016 indicated that 3.4 percent of the executive branch workforce identified as individuals with disabilities.

In comparison, an analysis of [reporting for fiscal year 2015](#) by the federal government's Office of Personnel Management shows that 3.9 percent of its GS-11, GS-12, GS-13, GS-14 and GS-15 classifications (those most closely aligned with our working definition of leadership positions for Washington state) were held by individuals with disabilities.

What are we working on?

- The development and implementation of statewide diversity, equity and inclusion training to include all hiring managers and agency leadership, focusing on best practices for recruiting and retaining a diverse staff.
- The development of an Individuals with Disabilities Business Resource Group.
- Updating the state's disability reporting form to more closely align with the federal government's self-disclosure form.

Additional resources.

- The [Diversity, Equity and Inclusion Council](#) (formally known as the Diversity Council) serves as the state's diversity advisory and coordinating group. The council works collaboratively with OFM State Human Resources, DES Workforce Support and Development and agency HR offices to provide recommendations on strategic staffing efforts across state government.
- The [Talent Management Council](#) (formally known as the Staffing Council) serves as the state's recruitment advisory and coordinating group. The council works collaboratively with OFM State Human Resources, DES Workforce Support and Development and agency HR offices to provide recommendations on strategic staffing efforts across state government.
- The new Immigrant Business Resource Group being developed is called the Washington Immigrant Network (WIN). For more information about WIN, please contact SHRPlanning@ofm.wa.gov.
- OFM's workforce and data trends website provides additional data related to workforce composition.

Reported by: State Human Resources, Office of Financial Management

[Contact Us](#)

[Comment Policy](#)

[Give Us Your Feedback](#)

[Legislative Reports](#)

[Apply Lean](#)

[Foster Performance Audits](#)

[Measure Results](#)

[Gov. Inslee's New Strategic Framework](#)

[Video Message from the Governor](#)

[Printable Trifold about Results Washington](#)



Powered By  Datacrata