

THE BLAST

CONTINUOUS IMPROVEMENT COMMUNITY OF PRACTICE

ISSUE NO. 2 | DECEMBER 2022



Transparency - Innovation - Results



WHAT YOU MISSED

At our December CoP meeting, **Michaela Doelman** shared a topic teaching on integrating DEI into CI efforts and **Marie Burrows** shared a recent project on approaching employee engagement results. See the recapped stories on page 2!

LOOKING AHEAD

Mark your calendars and take a look on page 2 at what we have in store for our January CoP meeting!

CONTINUOUS IMPROVEMENT IN ACTION

You spoke – we listened! We received amazing feedback from participants after our first meeting, and we are committed to continually improving to ensure it's valuable, informative, and inclusive for all members. A few improvements we will make include:

- Recording topic teachings and project presentations for members that may miss a meeting
- Including opportunities for members to get to know each other and their expertise
- Ensuring that each meeting has closed captioning available and that all materials are accessible

If you have any other ideas on how we may improve, please let us know! We look forward to building our Community together.

QUESTIONS?

For questions on The Recap or for the CoP, contact:

Talia Mazzara, Results WA
Senior Performance Advisor

Theresa Dew, Results WA
Senior Performance Advisor

PROJECT SHARE: Approaching Employee Engagement Survey Results

Marie Burrows with the WA State Employment Security Department (ESD) shared her agency's approach to employee engagement survey results and how her agency applied a diverse, equitable lens to make improvements for their employees. This included various data for disparate groups/individuals and ESD's strategies to improve satisfaction amongst them.



“The right first question is not ‘what do I do’, the right first question is ‘who do I become’.”

– Ben McBride

Visit our [CoP Mural](#) to add your reflections on our topic teaching and a step you can take today to apply an equity lens to your work!

COMING UP NEXT

Join us next month as we dive into change management!

January 17, 2023
10:30am – 12:00pm

Delivering Change

Jennifer Renhard & Jody Guy, Liberum

TOPIC TEACHING: Integrating DEI into CI Efforts

Michaela Doelman with the WA State Office of Financial Management presented a topic teaching on how to integrate diversity, equity and inclusion in continuous improvement efforts. She described how to apply equity to our work in state government (as well as the private sector) and how principles of equity compare to principles of lean.