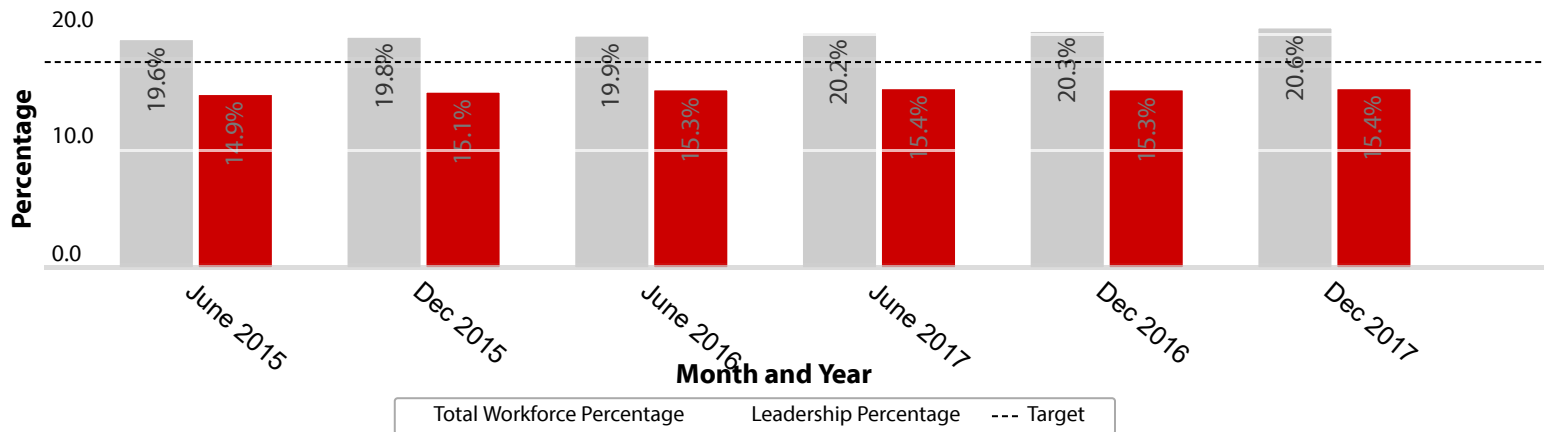




Goal 1.5.b: Increase the representation of people of color in leadership positions from 15.3% to 17.3% by July 2020.

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 \(WMS\)](#) 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 people of color who work for the state of Washington. We plan to focus our efforts and make meaningful changes to better reflect the population of Washington.

How are we doing?

People of color currently compose 15.4 percent of all leadership positions in the executive branch workforce. A breakdown of positions defined as leadership positions shows 14.8 percent percent of EMS, 15.9 percent of WMS and 12.6 percent of Exempt positions are held by people of color.

According to the [U.S. Office of Personnel Management](#), during fiscal year 2014, people of color composed 20.6 percent of all Senior Executive Service employees.

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 Immigrant Business Resource Group, the Washington Immigrant Network (WIN).
- Continued promotion and support of ethnic commissions, employee resource groups and business resource groups.

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 WIN. For more information about WIN, please contact SHRPlanning@ofm.wa.gov .
- OFM's [workforce and data trends](#) website provides additional data on workforce composition.

Reported by: State Human Resources, Office of Financial Management

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