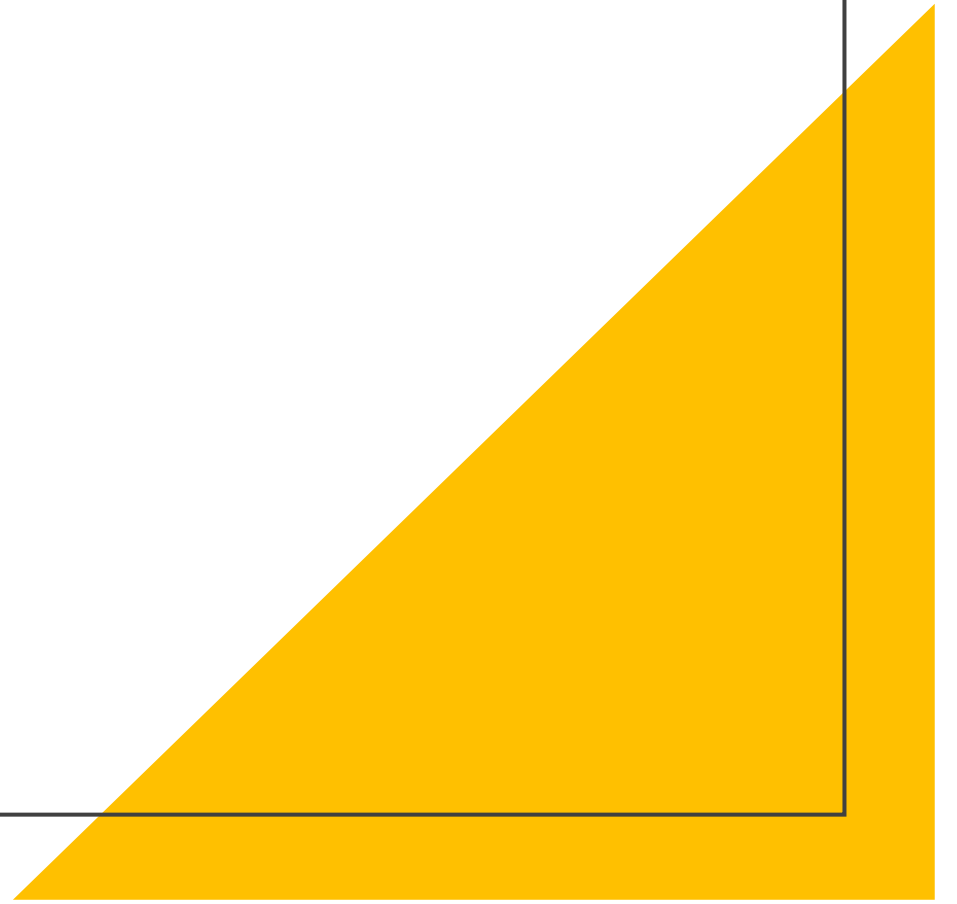


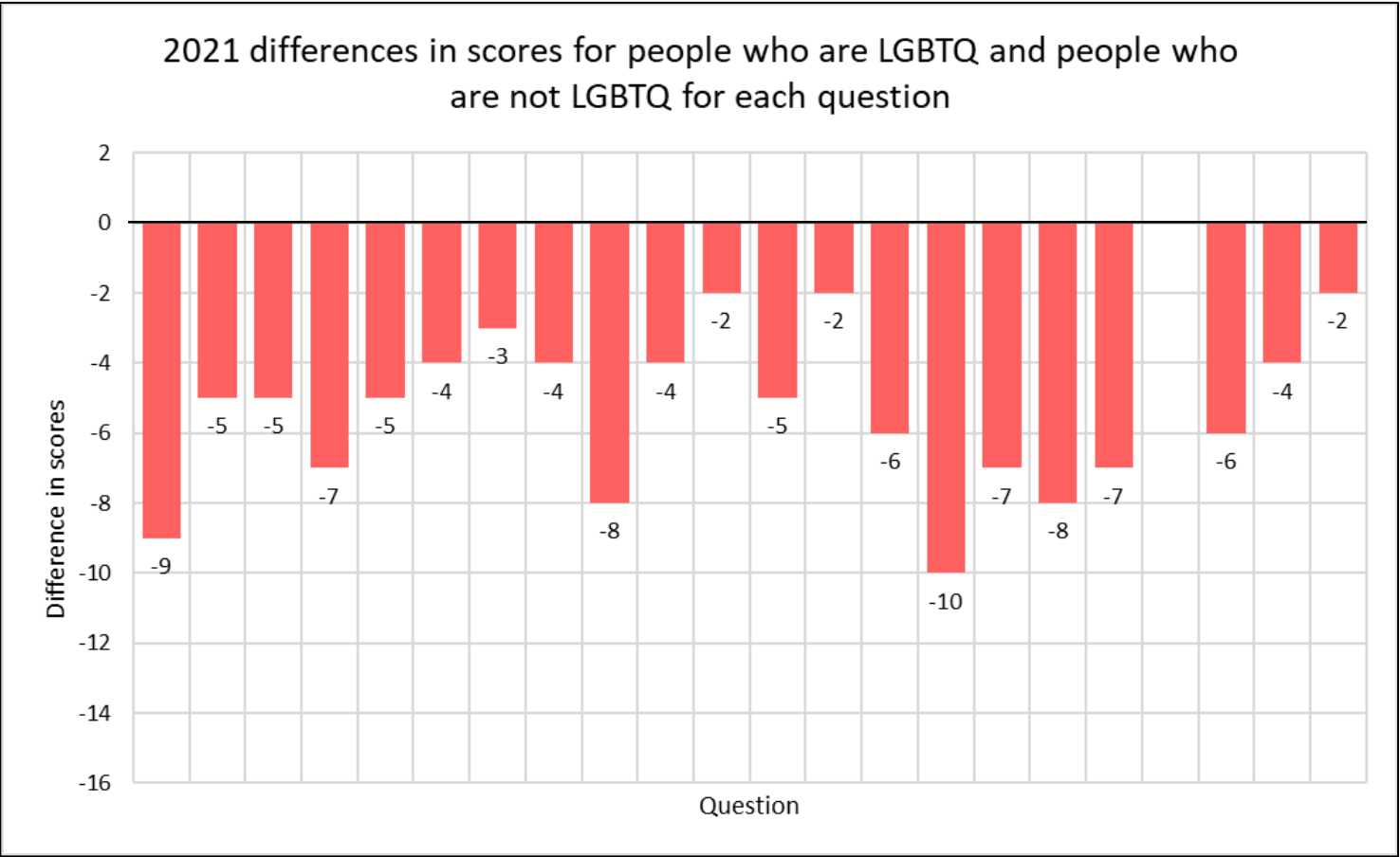
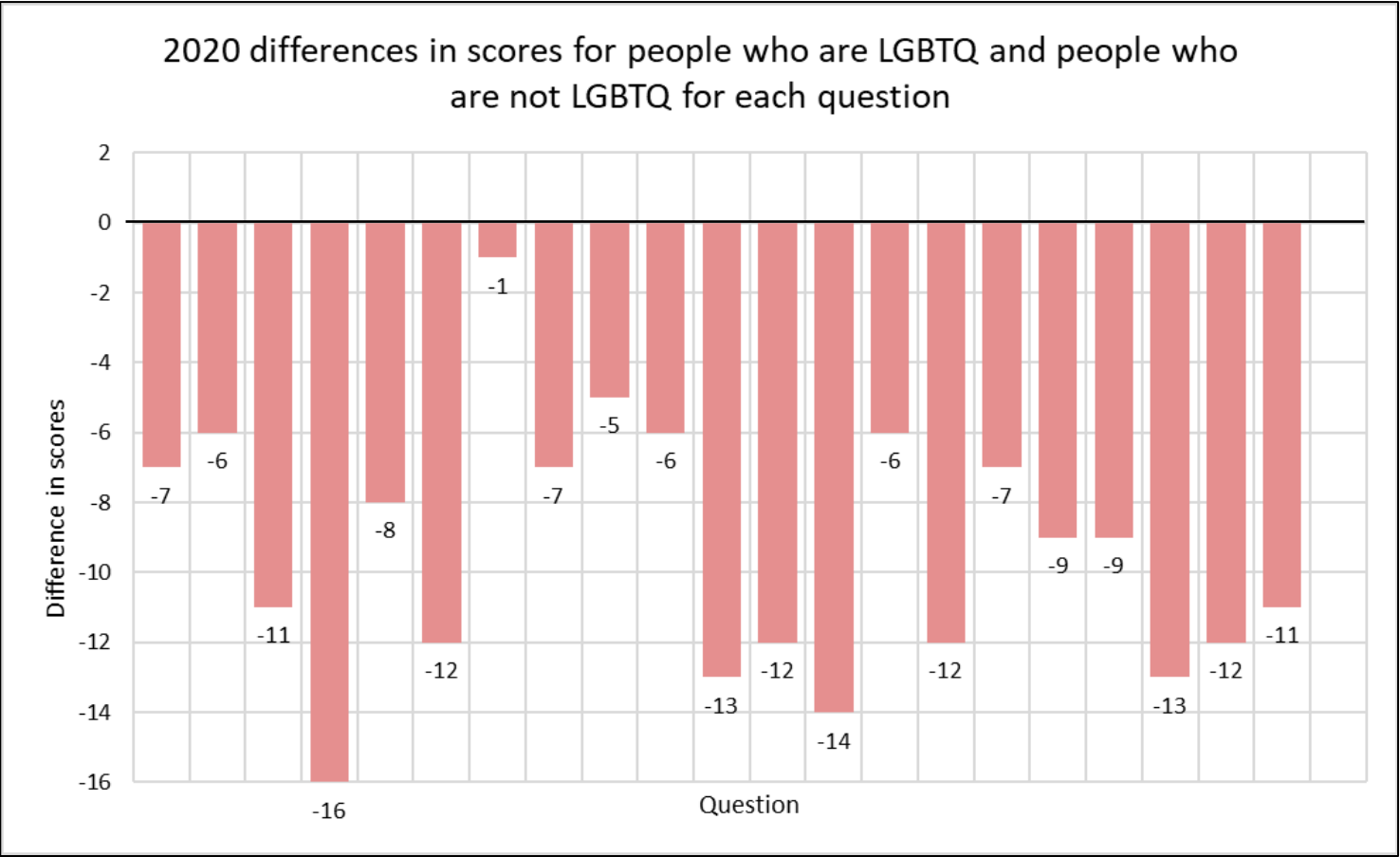
Equity Lens in Employee Engagement Data

At Employment Security Department



LGBTQ

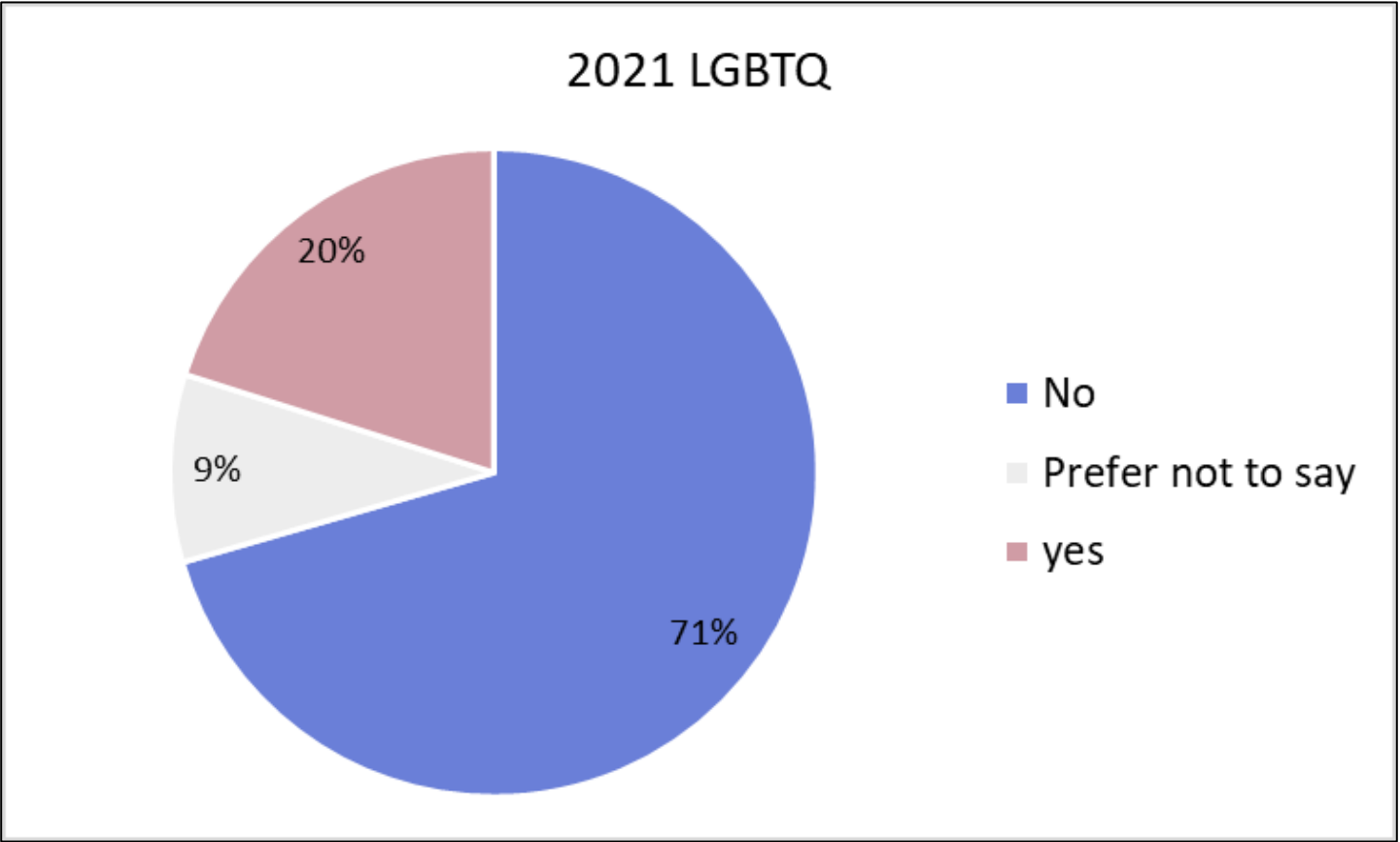
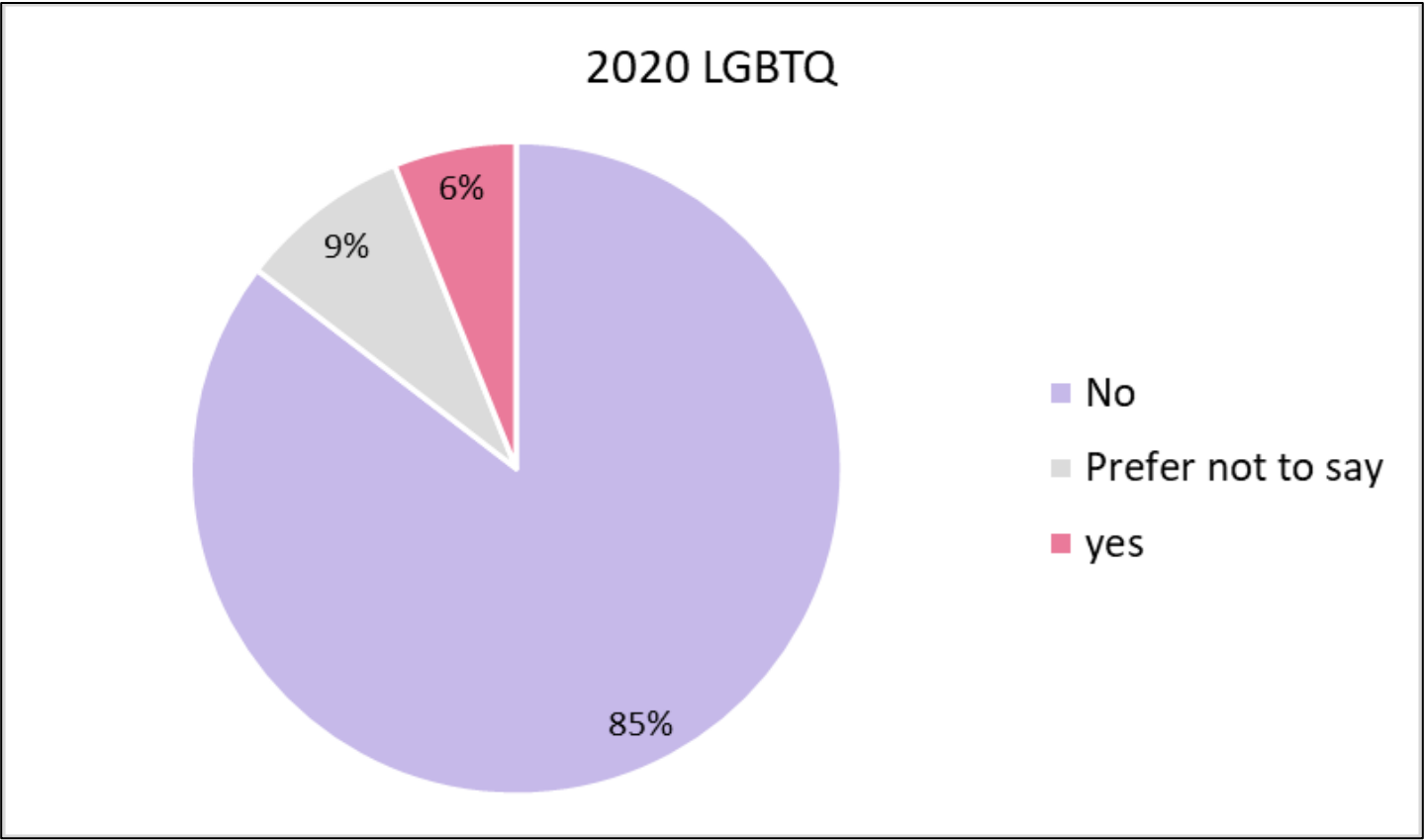
*question 19 was only asked in 2020 and question 22 was only asked in 2021



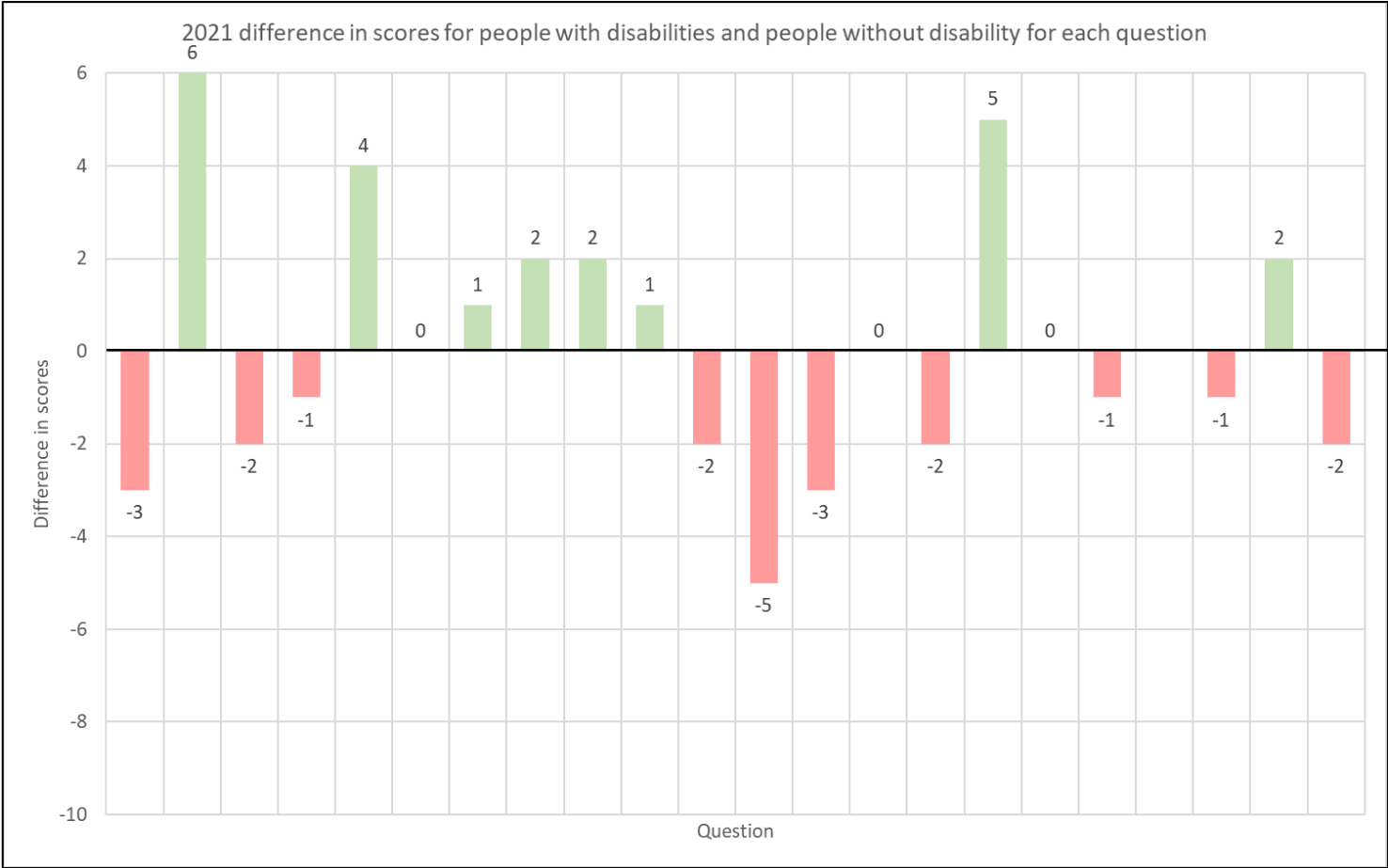
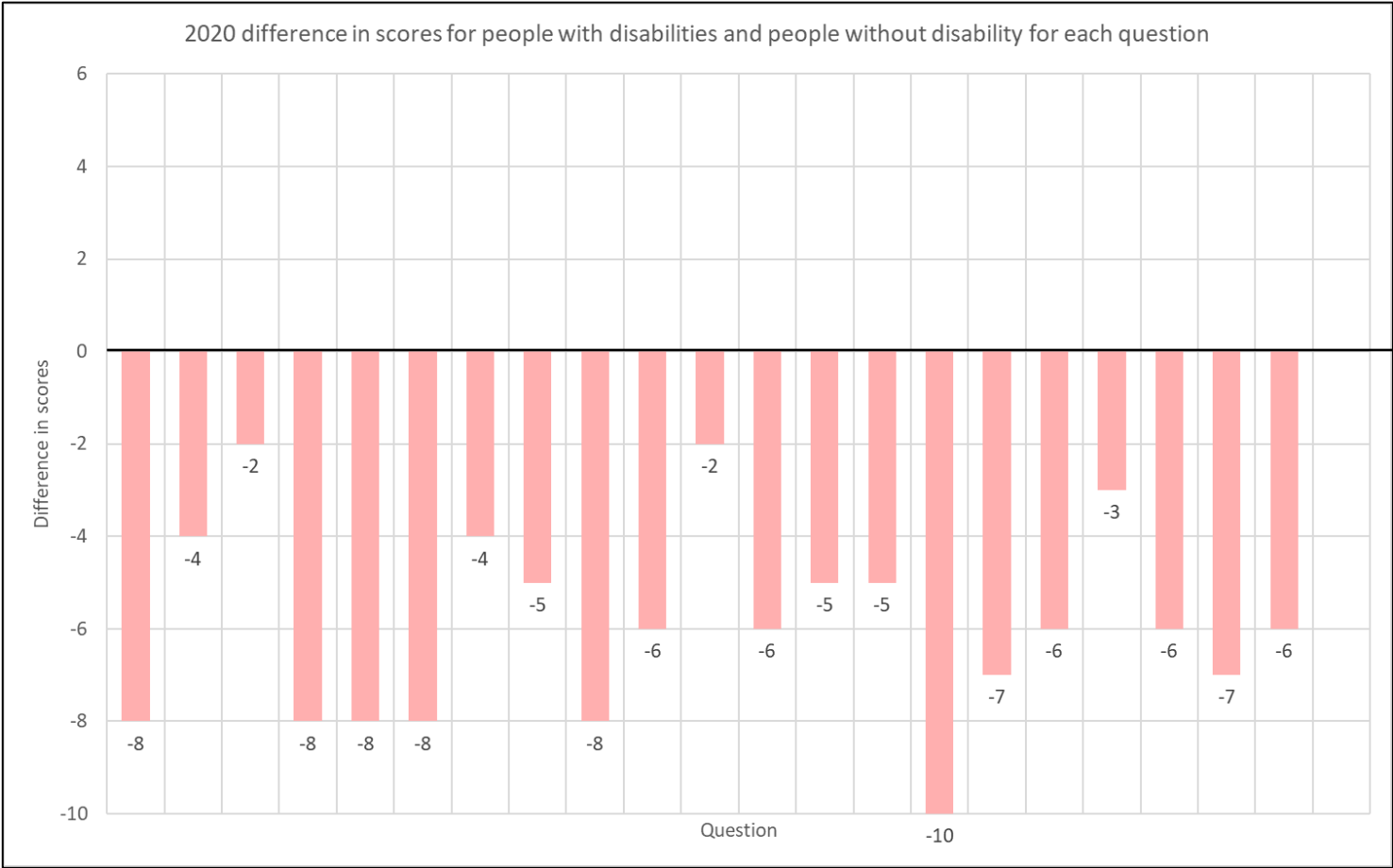
LGBTQ

Survey Year	No	Prefer not to say	yes
2021	1951	259	556
2020	2064	206	147

Percent of people who indicated being LGBTQ increased drastically from 6% to 20% of the people who answered the survey.



People with disabilities

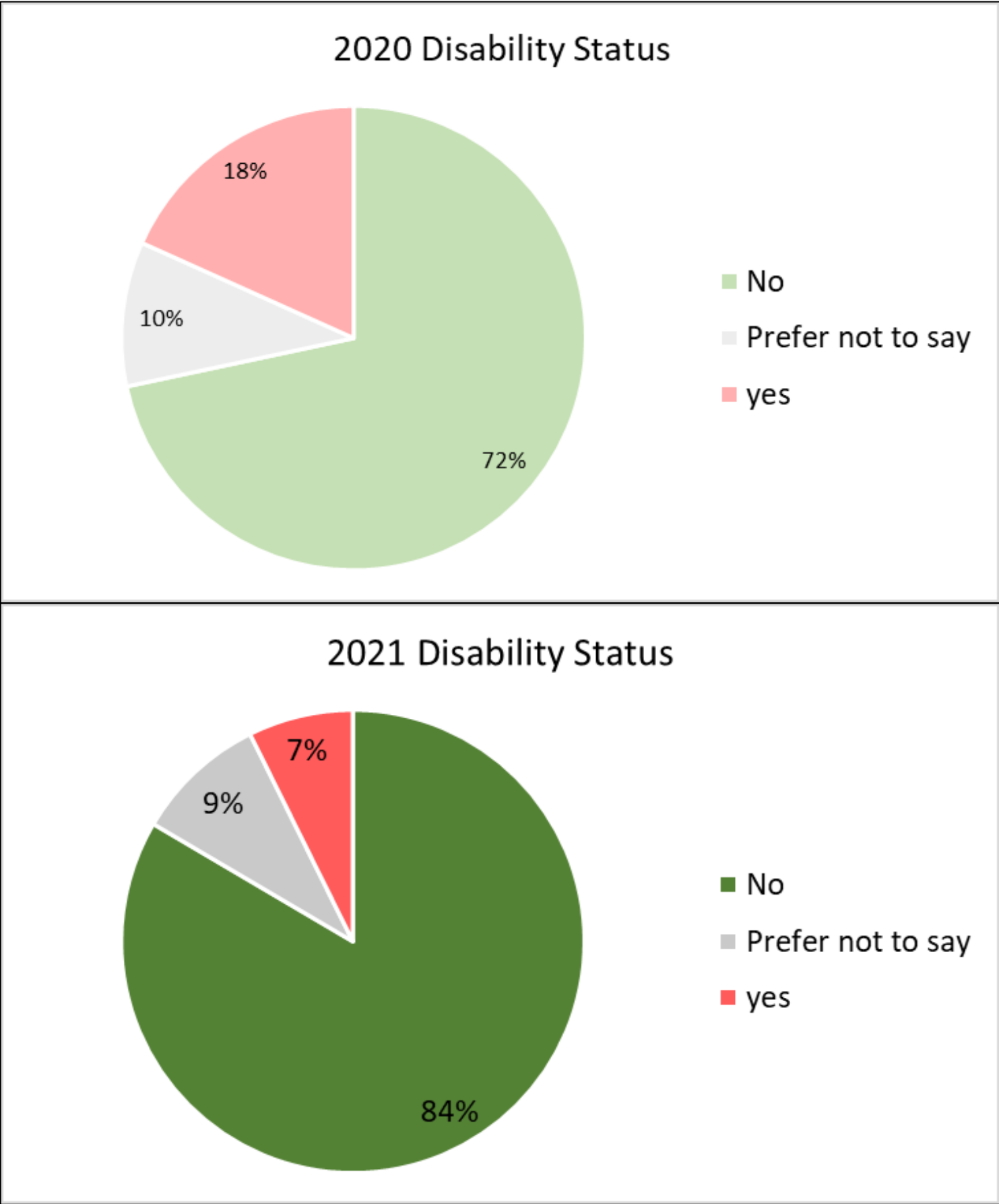


*question 19 was only asked in 2020
and question 22 was only asked in
2021

People with disabilities

Survey Year	No	Prefer not to say	yes
2021	2323	256	204
2020	1737	244	443

Percent of people who indicated having a disability dropped drastically from 18% to 7% of the people who answered the survey. 443 people to 204 people.





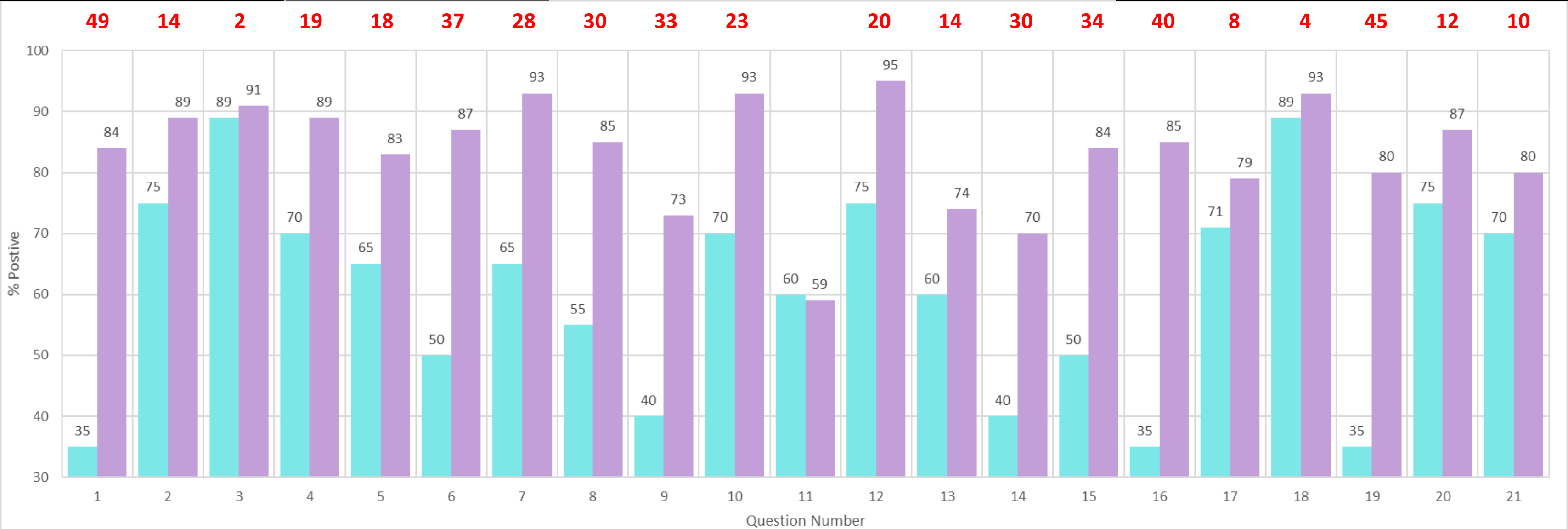
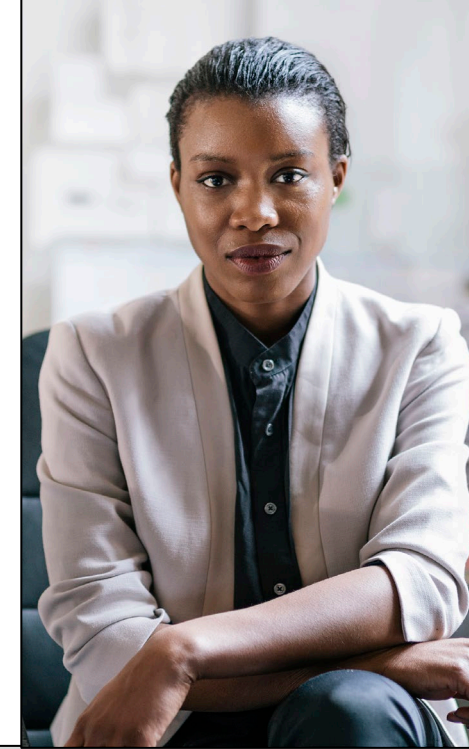
Black Females



Black Females, Age 45-54



White Males, Non-LGBTQ,
without Disabilities, Age 55-64



Strategies based on the data

- Speak your truth
- Mentorship
- ESD Equity training
- A focus on Development Job Assignments
- Relooking at inclusive hiring



Questions