

Project Kickoff Meeting



R E A D Y S E T

Prepared for Island County, WA
County Administration





Char Brown-Griffin, Ph.D.

Project Manager & Delivery Support

- Pronouns: she, her, hers
- Principal and People Scientist
- Based in Seattle, WA
- PhD in Business Psychology & DEI Certificate from CDP
- 8+ years experience in government & education sector including Lead multiple municipalities in Marin County, Contra Costa County & Ventura County in California
- Expertise in talent management practices, employee experience and strategic planning



Zoe King

Delivery Support

- Pronouns: she, her, hers
- Senior Consultant & Facilitator
- Based in Brooklyn, NY
- MA in Organizational Leadership & Learning
- Background in talent attraction, inclusive hiring & organizational change and culture
- Currently working with a large state government agency on pay equity assessment and training plan development

DEI Org Assessment & Action Plan

To conduct a thorough organizational diversity audit of Island County, covering Whidbey and Camano Island, to understand the cultural climate and provide actionable DEI recommendations.

Engagement Details

- Project Launch
 - Introductory kickoff meeting with identified core team
- Policy & Practice Review
 - Analyze existing employee practices, policies, and procedures around recruitment, hiring, and retention strategies
- Stakeholder Interviews & Focus Groups
 - 3-5 one-on-one interviews (45 minutes each)
 - 6-8 focus group sessions (90 minutes each)
 - Participants may include elected officials, department heads, supervisors, line employees

Deliverables

- Findings & Recommendations Report & Action Plan

Additional Deliverables

To address the root causes of health inequities from the perspectives of staff throughout the agency

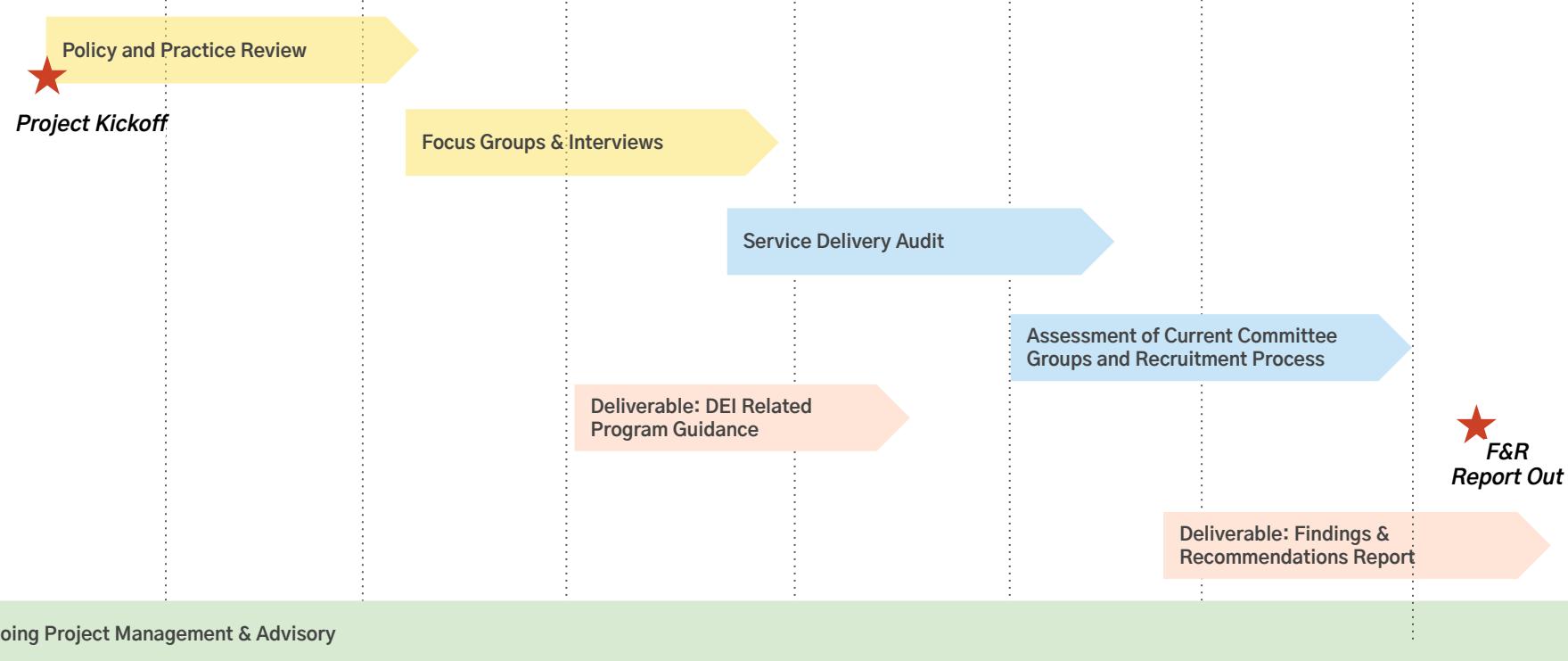
Engagement Details

- **Service Delivery Programs Audit**
 - Assess service delivery across key areas
 - Interviews: 1 leader per service area: Public Works, Public Health, Human Services
- **Assessment of Current Committee Groups and Recruitment Process:**
 - Review and diversify committee groups and recruitment processes
 - Focus: Develop strategies to include underrepresented demographics and analyze current programs to ensure community diversity and needs are addressed
- **DEI Related Program Guidance**
 - Provide guidance on a process for identifying and choosing events, activities, and related experiences for engaging respectfully, authentically, and inclusively



Proposed Project Timeline

August September October November December January February March



Thank You

Any questions, contact
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