

Pro-Equity Anti-Racism Plan Update

DRS Advisory Committee Meeting | November 10, 2022
Rocky Dimico, DEI Consultant



Diversity, Equity & Inclusion @ DRS

Updates:

- Committee for Diversity & Inclusion added 3 new members in September
- Internal DEI Newsletter "DEI Corner" established
- PEAR Plan was submitted on September 1, 2022 to the Office of Equity



PEAR Strategic Action Plan

- Service Line 1: Evaluate and Improve the Recruitment & Hiring Process.
 - Evaluation of Recruitment process from start to finish.
 - Develop additional training for all individuals involved in the recruitment process.
 - Evaluate communications and job announcement by reviewing our own and other state agencies.
 - Evaluate our hiring policies.
- Service Line 2: Further develop the Department of Retirement Systems Pro-Equity Anti Racist (PEAR) Team
 - A complete PEAR Team that is representative of our diverse state.

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PEAR Strategic Action Plan

- Service Line 3: Identify the communities we serve.
 - Have a strong data set that builds a foundation for future PEAR actions.
 - Develop a communication and outreach strategy that allows us to contact our customers and external stakeholders.

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Questions?

rocky.dimico@drs.wa.gov

