Pro-Equity Anti-Racism Plan Update

DRS Advisory Committee Meeting | April 27, 2023
Rocky Dimico, DEI Consultant

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Diversity, Equity & Inclusion @ DRS

Updates:

- Creating DEI Training Plan for the agency

- Working with HR on implementing more inclusive hiring practices

- Developing an Internal "Veteran's Employee Resource Group"

- The Committee for Diversity and Inclusion hosted the agency's "Pi Day" with a focus on Women and STEM for Women's History month

- Added 1 new member to the Committee for Diversity and Inclusion

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Service Line 1 : Evaluate and Improve the Recruitment & Hiring Process

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Activities	**Planned Date**	**Date Completed**
1.1 Observe and Evaluate the Recruitment Process from start to finish	9/1/2023	3/1/2023 😎
1.2 Develop a plan with recommendations to leadership team	5/23/2023	✅
1.3 Implement approved recommendations	1/1/2024	✅
1.4 Conduct post hire interviews with Team Members to assess progress	6/1/2024	✅
Success Criteria: Increased recruitment and retention numbers		

✅	On Target
⚠️	Off Target
❌	Missed Target
😎	Completed
➖	Deferred

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Service Line 2: Further develop the DRS PEAR Team

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Activities	**Planned Date**	**Date Completed**
2.1 Invite stakeholders/customers/employers to DRS PEAR Team	6/1/2023	✅
2.2 Integrate new PEAR Team members	8/1/2023	✅
2.3 Send information to Office of Equity	9/1/2023	✅
Success Criteria: Increase participation in our PEAR Team as identified by Executive Order 22-04		

✅	On Target
⚠️	Off Target
❌	Missed Target
😎	Completed
➖	Deferred

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Service Line 3: Identify the communities we serve

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Activities	Planned Date	Date Completed
2.1 Identify data points to identify our customers	10/1/2023	✅
2.2 Work with ethnic boards and commissions	10/1/2023	✅
2.3 Conduct working sessions with Enterprise Business Resource Groups (BRG's)	10/1/2023	✅
2.4 Develop statement/survey/feedback for DRS website	10/1/2023	✅

Success Criteria: Accessibility/Language barriers will be identified

✅	On Target
!	Off Target
X	Missed Target
☻	Completed
–	Deferred

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Questions?

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