



2023

2023 COH Equity Plan

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| Focus

In our efforts to develop our Equity Plan, we hereby reaffirm and formalize our commitment to the principle of equal employment opportunity.

2023

Review – What is the equity plan (affirmative action plan)?

Discovery – Why is the plan necessary to COH?

Research –Where are we now?

Creating – Where do we want to be and how will we get there?

The Journey

For Context

Dr. Bennyce Hamilton, Director for the Center of Diversity, Equity, and Inclusion, Miami University

“An Equity Plan is an effective way to be intentional about diversifying an organization. When done right, it creates opportunities for those who would otherwise be overlooked based on bias (unconscious or conscious).”

Why DEIB?

Diversity is crucial to the workplace providing fresh perspectives and creativity to the mission of the organization. Additionally, increased productivity is attributed to those organizations that have a higher level of diversity and inclusion within their census.

City of Hamilton - Women of Excellence!

20XX

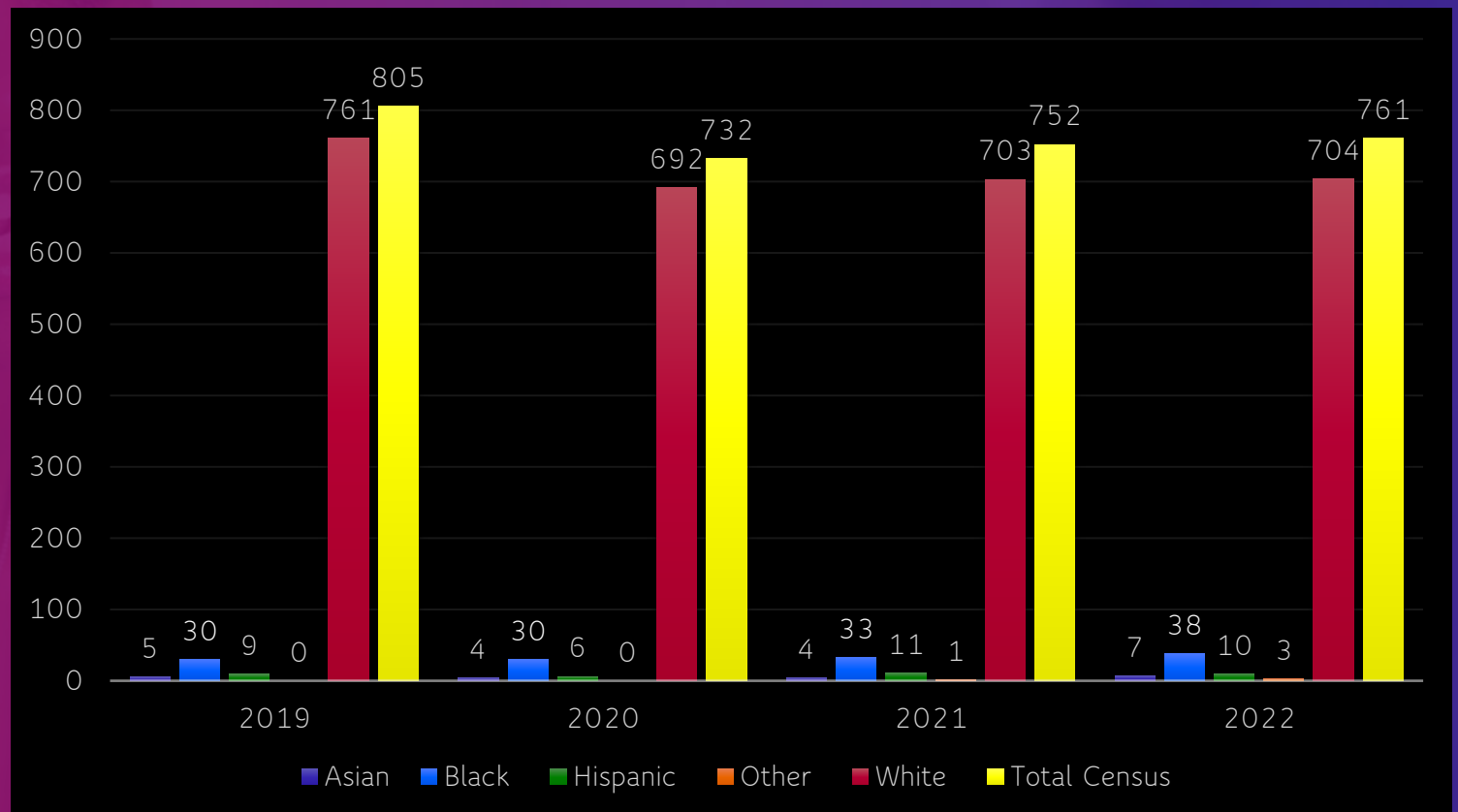


COH Census Demographic

5 Year Lookback

This chart depicts the raw data for CoH Employees – FT, PT, and seasonal.

Census 2018-2022



2023 Success Strategy

*COH is the Thermostat
NOT the Thermometer*



2023-2025 Strategy

2023



Data Analysis

What does our census tell us?



Education

Training and Development Opportunities via Cinspire



Organizational Input

Employee surveys and Involvement – What can we do better?



Employee Resource Groups

Recognition of Inclusion in our current workforce and continuing to support and sustain the work of the Diversity and Inclusion Commission



Community Outreach

17Strong, Residential Services, CHIPs, YWCA Hamilton Partnership and Collaborations



Center of Excellence

The City of Hamilton strives to be an organization that practices its core values intentionally every day.

A woman with dark curly hair and glasses is smiling and looking to the right. The background is a blurred office setting with a window and some papers on a wall.

2023

THANK YOU!
