



TUALATIN VALLEY
WATER DISTRICT

TVWD'S DEI JOURNEY

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AGENDA



Our Why



Project Goal



Selecting a Consultant



Challenges/Opportunities



Our Next Steps

START WITH WHY

BUSINESS CASE



ENHANCED
PROBLEM SOLVING
AND INNOVATION



IMPROVED
SERVICE DELIVERY



TALENT
ATTRACTION AND
RETENTION



MITIGATION OF
BIAS AND
DISCRIMINATION



ENHANCED
COMMUNITY
RELATIONS



EMPLOYEE
ENGAGEMENT

SUPPLIER DIVERSITY BUSINESS CASE



ECONOMIC GROWTH
AND JOB CREATION



COMMUNITY
INVESTMENT



INNOVATION AND
COMPETITION



INCREASED
SUPPLIER BASE



ENHANCED
CUSTOMER AND
EMPLOYEE LOYALTY



FULFILL LEGAL AND
SOCIAL
OBLIGATIONS



LONG-TERM
ECONOMIC
STABILITY

DEVELOP DEI STRATEGY AND IMPLEMENTATION PLAN

SELECTING OUR CONSULTANT



Descriptive RFP



Sensitive to proposer's alignment with TVWD culture



Cross-departmental evaluation team

PROJECT COMPONENTS



Governance



Alignment



Assessment (survey, interviews, focus groups)



Plan and implementation development

CHALLENGES



Lack of education/training



Perceived varying levels of support for initiative



Uncertainty about project outcome



Fear of doing it wrong

OPPORTUNITIES



LEARNING NEW
CONCEPTS AS A
TEAM



FINDING WAYS TO
MAKE TVWD MORE
INCLUSIVE



EXPANDING OUR
REACH WITH
VENDORS



DOING HARD
THINGS IS GOOD
FOR US!

DEI MATURITY MODEL



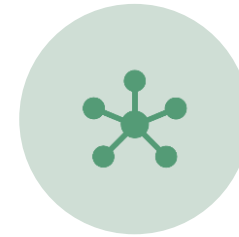
UNAWARE



COMPLIANT



STRATEGIC



INTEGRATE
D



DISRUPTIVE

OUR NEXT STEPS



Analyze survey data



Conduct focus groups and interviews



Develop DEI strategy, refine with leadership



Present DEI strategy to staff and Board



Implement, monitor, assess, adjust, forever and ever

QUESTIONS/COMMENTS/THANK YOU!

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