



TUALATIN VALLEY
WATER DISTRICT

TVWD'S DEI JOURNEY PART II

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AGENDA



Our Why



Project Goal



Research Findings



(record scratch sound) Executive Orders



Now what?!

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

RESEARCH METHODOLOGY

- Mixed method approach:
 - Quantitative Method: online surveys to gather numerical data on DEI perceptions and practices
 - Qualitative Method: interviews and focus groups to gain deeper insights
- Participants:
 - Executive leadership team, supervisors/managers, staff
- Areas of Focus:
 - Understanding DEI perceptions
 - Barriers and challenges
 - Leadership's role
 - Communication practices
 - DEI education

KEY FINDINGS



Understanding of DEI

Highlighted a need for consistent education and training



Barriers & Challenges

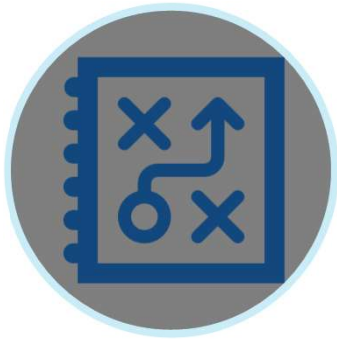
Disconnect between office staff, field staff, and project staff



Leadership

Need for visible and active engagement in DEI practices

KEY FINDINGS



DEI Strategy

Absence of a comprehensive strategy highlighted as a gap



Communication

Inconsistent communication about DEI leads to confusion



DEI Education

Need for robust DEI education and training

RECOMMENDATIONS

- Develop a Comprehensive DEI Strategy
- Enhance DEI Education and Training
- Strengthen Internal Communication
- Create an Inclusive Procurement Strategy
- Improve Engagement Across Teams
- Expand Community Engagement

EXECUTIVE ORDERS

- EO 14173: Ending Illegal Discrimination And Restoring Merit-Based Opportunity
- EO 14151: Ending Radical And Wasteful Government DEI Programs And Preferencing
- EO 14168: Defending Women From Gender Ideology Extremism And Restoring Biological Truth To The Federal Government
- EO 14281: Restoring Equality of Opportunity and Meritocracy

EXECUTIVE ORDER IMPACTS

- Emphasis on merit-based practices
- Compliance certifications for federal contractors and grantees
- Cancels equity action plans, DEI grants, and related trainings
- Eliminates DEI offices and Chief Diversity Officer roles
- Federal recognition limited to female/male sex designations
- Dismantles federal use of disparate-impact theory in civil rights enforcement

NOW WHAT?!

QUESTIONS/COMMENTS/THANK YOU!

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