



COLORADO

Department of Transportation

Division of Human Resources

MEMORANDUM

TO: THE TRANSPORTATION COMMISSION
FROM: KRISTI GITKIND, CHIEF HUMAN RESOURCES OFFICER
DATE: NOVEMBER 18, 2020
SUBJECT: UPDATE OF CDOT'S EQUITY, DIVERSITY AND INCLUSION INITIATIVES

Purpose

The purpose of this memorandum is to 1) update the Transportation Commission of CDOT's internal Equity, Diversity and Inclusion(EDI) initiatives; 2) provide high-level results of our EDI Benchmarking survey and; 3) provide an overview of the EDI planning and reporting requirements for State agencies.

Action

No action required; informational only.

Background

1. FY20-21 Internal initiatives:

a) Foster an Inclusive Organizational Culture

- Work unit culture assessments- four completed, one in-progress
- 2020 EDI Benchmark Survey- completed in September
- New employee experience surveys at 30, 60, 90, 180 and 360 days- data collection on-going
- Supervisors' toolkit for onboarding new employees- in progress
- Formation of Employee EDI Steering Committee- this group piloted the Supervisor EDI course
- Launch of EDI Concerns "hotline" email

b) EDI Training

- Fostering Inclusive Relationships (optional, open to all)- spring 2020
- DPA EDI Training (mandatory for all employees)- anticipated late fall 2020
- CDOT EDI Training for Supervisors- Unconscious bias, bystander, inclusive hiring (mandatory)- launch Jan. 2021

c) Inclusive Hiring Practices

- Training for HR Specialists- summer/fall 2020
- Revise "Hiring the Best" training for hiring managers- in progress
- Minimum 10-day job postings- initiated fall 2020
- Society of Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers ads for all Engineering PE+ postings- initiated fall 2020
- Revised EDI language in announcements- spring 2020



- NeoGov minimum qualifications filters for reviewing larger candidate pools- initiated fall 2020
 - Annual applicant demographics audit- will begin in June 2021
 - Continue to explore apprentice and intern possibilities- ongoing: R3 active, CareerWise and Denver Youth Services discussions
2. EDI Benchmarking Survey results
Survey brief is attached.
 3. EDI Planning and Reporting Requirements

The EDI Executive Order requires state agencies to develop an EDI strategic plan (and include in our SMART Act presentation) that addresses the items below:

- a) Training
- b) Long term EDI plan and reporting
- c) Community engagement
- d) Procurement
- e) Accessibility
- f) Budgeting
- g) Policy, System, Program, and Services Review
- h) Demographic Data Review Standard & Demographic Review of Previous Classified Candidate Pools and Interview List

The directors of the relevant divisions including HR, DTD, CRBRC and DAF will meet in November to begin this process. The first report-out to the CO Department of Personnel & Administration (DPA) is scheduled for March 2021.

Next Steps

There are two policies that intersect with EDI that we anticipate bringing to the Commission for review in early 2021:

- CDOT Values Policy #2.0 (due for review by Oct. 2021)
- Equal Employment Opportunity and Affirmative Action Policy #600.0 (due for review by Jan. 2019-overdue)

Additionally, we will provide a status update of EDI comprehensive planning efforts in early 2021.

Attachments

2020 EDI Benchmarking survey brief.





2020 CDOT EDI Benchmark Survey Brief

The Equity, Diversity and Inclusion (EDI) benchmark survey was sent to CDOT employees in summer 2020, prior to launching EDI training and other initiatives.

The survey was completed by 1100 employees, about 1/3 of our total work force, and provides a snapshot of the employee experience at this time. Women were overrepresented (33% of respondents as opposed to about 20% of total employees) and employees who self-identify as white were slightly underrepresented (70% of respondents vs. 78% total employees). The survey consisted of ten multiple choice questions regarding diversity, career prospects and feeling valued.

The three questions below yielded “negative leaning” responses from all respondents and the negative leaning responses do tend to be a higher percentage for respondents of color and respondents who self-identified as non-binary.

- Overall, how valued do you feel at CDOT?

Respondents	Extremely or very	Moderately	Slightly or not valued
Total	37%	31%	32%
Male	33%	32%	35%
Female	46%	31%	23%
Gender X	26%	22%	52%
White	40%	31%	29%
Non-white	31%	32%	37%

- How promising are your career prospects with CDOT?

Respondents	Extremely or very promising	Moderately promising	Slightly or not promising
Total	31%	31%	35%
Male	34%	30%	36%
Female	36%	34%	31%
Gender X	26%	39%	35%
White	37%	31%	32%
Non-white	25%	34%	41%



- CDOT is a place where everyone can succeed to their full potential, no matter who they are (e.g. all genders, race, cultural background, etc.)

Respondents	Agree	Neutral	Disagree
Total	63%	12%	25%
Male	62%	13%	24%
Female	67%	9%	24%
Gender X	52%	13%	35%
White	66%	12%	22%
Non-white	58%	11%	31%

Almost half of the respondents provided open-ended comments. A majority of the comments clustered into categories relevant to planned EDI initiatives including supervision, accountability, recruiting and hiring, and diversity and inclusion. That said, many comments were positive relative working with a good team and indicate that many respondents have a good experience in their respective work areas.

We plan to repeat this survey in early fall 2021, after all employees have completed EDI training and other EDI initiatives, such as inclusive hiring practices, have launched.

