

# BUILD: Blacks United In Leadership & Diversity

## Washington State Goal: Employer of Choice

<b>Foundations</b>	<b>Mission:</b> Improve the experiences of Black state employees, increase representation in leadership positions, give voice to the Black perspective, and build each other up as we move forward.		<b>Vision:</b> Change the state’s narrative and give identity and voice to current employees while enforcing policies that promote diversity, inclusion and respect in the workplace.		<b>Values:</b> We are firmly committed to diversity and inclusion.							
<b>Key Goals</b>	1. Build up the Black Community in State Employment	2. Create a Welcoming BUILD environment	3. Give Black People a Voice	4. Integrate Black Culture								
<b>Outcome Measures</b>	1.1 Increase in Black Representation	2.1 Consistent Engagement From Diverse Group	3.1 Black Perspective Considered in Key Policy-Making Decisions	4.1 Black Culture and History Shared and Celebrated								
<b>Measure Owner</b>	Chair		Chair		Chair		Chair					
<b>Core Processes</b>	1.1.1 Support recruitment and retention of qualified Black candidates		2.1.1 Effectively recruit new BRG members		2.2.1 Maintain an engaged BRG membership		3.1.1 Participate in outreach opportunities and network on behalf of the BRG	3.2.2 Advise and advocate on behalf of the BRG	4.1.1 Provide a variety of opportunities to display and inform on Black culture			
<b>Process Owner</b>	Prof. Development; Membership; Activities		Marketing; Membership; Prof. Development		Membership; Activities; Prof. Development		Leadership; Marketing		Leadership; Marketing		Marketing; Activities	
<b>Sub Processes</b>	1.1.1.1 Share job opportunities 1.1.1.2 Highlight benefits of working for the state 1.1.1.3 Provide professional development program opportunities 1.1.1.4 Provide support and recognition		2.1.1.1 Develop tools to promote BUILD 2.1.1.2 Develop networking opportunities 2.1.1.3 Develop ways to market BUILD		2.2.1.1 Welcome new attendees 2.2.1.2 Develop recognition methods 2.2.1.3 Reach out to new members 2.2.1.4 Develop effective ally support 2.2.1.5 Be available for general membership questions, concerns, suggestions		3.1.1.1 Seek & participate in outreach/network opportunities 3.1.1.2 Broaden BRG network 3.1.1.3 Strengthen relationships		3.2.1.1 Develop and respond to requests for input 3.2.1.2 Develop and present ideas for improvements in policy 3.2.1.3 Evaluate and provide input on bills 3.2.1.4 Evaluate agency policies that may have disparate impacts		4.1.1.1 Prepare celebration for Black History Month 4.1.1.2 Share Black stories through membership list and agencies 4.1.1.3 Develop & implement an annual calendar of social and cultural events 4.1.1.4 Secure speakers for events and meetings	
<b>Process Measures</b>	<ul style="list-style-type: none"> <li>Mentor program exists &amp; is continuously improved</li> <li>Track number of jobs shared</li> <li>Deliverable of benefits of state work</li> </ul>		<ul style="list-style-type: none"> <li>General membership attendance</li> <li>Active membership counts</li> </ul>		<ul style="list-style-type: none"> <li>Engagement/results of mini surveys</li> <li>GovDelivery data</li> <li>Subcommittee attendance</li> <li>Ally membership</li> </ul>		<ul style="list-style-type: none"> <li>Growth in network</li> <li>Document outreach performed</li> </ul>		<ul style="list-style-type: none"> <li>Document and catalog proposals and responses</li> <li>Document and catalog policy/bill recommendations</li> </ul>		<ul style="list-style-type: none"> <li>Document activities</li> <li>Mini surveys</li> </ul>	