

# 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	
<b>Core Processes</b>						
<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 and reach out to new members 2.2.1.2 Develop recognition methods 2.2.1.3 Develop ally support 2.2.1.4 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 policy improvements 3.2.1.3 Evaluate and provide input on bills 3.2.1.4 Evaluate agency policies for 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 and implement an annual calendar of social and cultural events 4.1.1.4 Secure speakers for events
	<b>Process Measures</b>	<ul style="list-style-type: none"> <li>Mentor program exists &amp; is continuously improved</li> <li>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>