



**WORKFORCE DIVERSITY
WORK GROUP**

Workforce Diversity Work Group

Increase a diversified workforce to support economic opportunities for racial, ethnic and linguistic minorities and all populations in New Hampshire



From the WDWG Logic Model

- **OUTCOMES**
 - Improved workplace & social inclusion
 - More diverse workforce

- **GOALS**
 - Workforce reflects diversity of populations served in all areas e.g. Healthcare, Education, Apprenticeship, Business, Human Services
 - Increased recruitment, retention and advancement of minorities in leadership and staff positions



NH Workforce Diversity Assessment

- Qualitative assessment of NH employer perspectives on workforce diversity
- Identified almost 40 organizations of potential interest from multiple sectors
- Conducted approximately 10 employer interviews to learn about:
 - Recruitment
 - Hiring
 - Support and promotion
 - Diversity in leadership positions
- Findings will inform the development of...

Marketing & Communication Plan

- Contract with Davey Strategies to develop messaging and NH-tailored materials that will:
 - Determine WDWG unique value in workforce development infrastructure
 - highlight benefits of Workforce Diversity to employers
 - Engage broad spectrum of stakeholders (employers, educational institutions, CBOs...)
 - Position WDWG to provide content expertise to various groups



Collaboration with Diversity Workforce Coalition (DWC)

- *Building Inclusion in Today's Organizations* Conference, April 12, 2018, Manchester
- First Annual NH Workforce Diversity & Inclusion Award
 - Joint selection of 3 finalists
 - Joint selection of Award Winner
- WDWG-led Breakout Session: *Utilizing the Culturally Effective Organizations Online Toolkit*

