

| Impacted Personnel | | | | | |
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| AAP Focus Area | Action | Description | Individual Responsible | Status/Update | Comments |
| Outreach & Engagement with Community Based Organizations (CBOs) | Recruitment | Connect and re-connect where appropriate with CBOs to assess status, willingness and ability to engage with the Council on recruitment efforts, job-specific requirements, training initiatives and outreach. | Aaron Koski | | This is a multi, cross departmental effort with support from OEO |
| Ability Internship Program | Employment | Internship program that will provide Divisions/Departments the opportunity to employ interns with dissabilities, gain knowledge and experience in managing and creating an inclusive work environment for all. | Luis Martinez, Guthrie Byard, Fadumo Mohamed | | This work will inform managers supervisors, HR and OEO in the development of a formal program to recruit, employ & retain individuals with dissabilities in Council workforce. |
| Workforce Training (Skilled Craft) | Employment | On-the-Job Training (OJT initiatives that give exposure and experience in entry-level skilled craft positions for candidates seeking opportunities with the Council. | Aaron Koski | | This program includes focus outreach to protected class groups. |
| Equity Recruitmernt Scorecard | Recruitment | Provide a review and equity score to recruitment and hiring process for Council positions | Todd Rowley, Joyce Masar | | |
| Engagement Survey | Retention | Engagement Survey that includes questions from the Gallup survey and equity question that will assess overall employee engagement | Marcy Syman, Ashanti Payne | | Still working out how/when to get operator involvement & input. |
| Racial Equity Training | Recruitment/Employment/Retention | Equity training including IDI and Leadership Forum delivered top down to Council employees. | Jerilynn Sushko, Cy Jordan, Lila Eltawely | | Over 90% of Mgrs./Supvsrs. Have completed the IDI. 3rd party vendors have been utilized. |

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| Employee Resource Groups (ERGs) | Retention | Program, process & procedures for the development and approval of ERGs at the Council | Lila Eltawely | Several ERGs have been approved and functioning. |
| Workforce Data Dashboard | Accountability | Active Dashboard that will track progress on AAP goals and provide current data on recruitment, employment and Council workforce data. | Marcy Syman, Cy Jordan | Data will be disaggregated, broken down by division and can be constructed based on department needs. |
| Testing of Applicants | Recruitment/Employment | Review Testing procedures as they relate to qualifying applicants for positions in the Council. | Kimberly Malone, Todd Rowley | Need to ensure our testing is appropriate for the position it applies to and all processes, procedures comply with Federal standards. |
| Career Ladder Workshops | Retention | Provide workshops on career ladders and enhance Mentoring Works program to mentor and support career development | Jerilynn Sushko, Lila Eltawely | |
| Operator Recruitment, Retention & Separation | Retention | Review employment process for operators to determine where and at what point candidates and employees are falling out of the process. | Todd Rowley, Ashanti Payne | There are high separation rates for women and black candidates/employees in this job classification. There is a need to figure out where in the process this is occurring and develop strategies that impact retention rates for the groups. |