

C S M F O

YESTERDAY, TOMORROW AND FINANCE
2020 CSMFO ANNUAL CONFERENCE
JANUARY 28-31, 2020
DISNEYLAND CA



Diversity and Inclusion – Not Just for HR



Learning Objectives

1. View diversity and inclusion as a shared priority.
2. Know that diversity and inclusion is not just for human resources.
3. Utilize the lens of diversity and inclusion as a guide for interactions with colleagues.
4. Incorporate diversity and inclusion training and practices to change conversations within your agency and departments.

San Diego County Treasurer-Tax Collector Dan McAllister

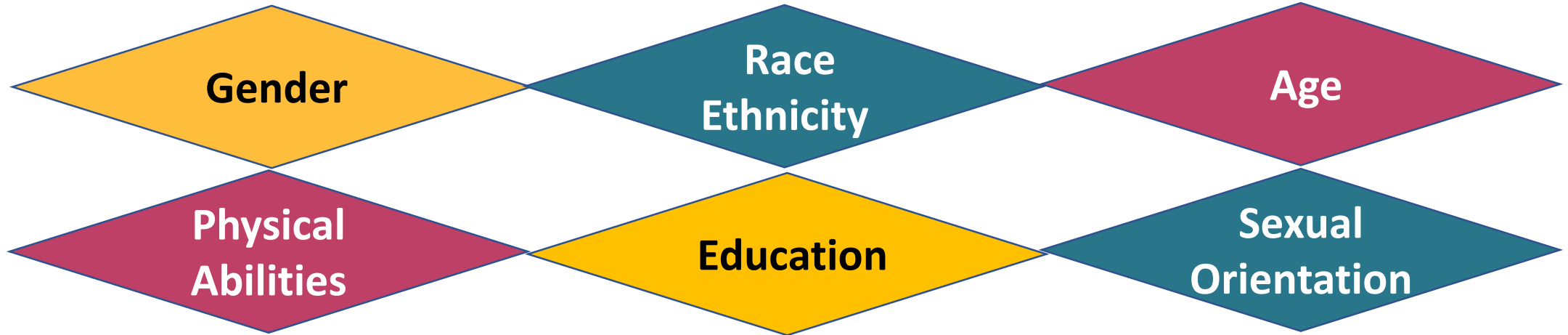
“For diversity and inclusion, you have to believe in your heart it's the right thing to do and then use your head to do it.”

San Diego County Treasurer-Tax Collector Statistics

67% Women | 33% Men

Race	TTC Population	Countywide Population
Asian/Pacific Islander	33%	18.7%
Black	7%	7.9%
Hispanic	29%	32.6%
White	31%	40.2%
American Indian	0%	0.6%

Elements of Workforce Diversity



Other Considerations



The Importance of Leadership

- Create a vision
- Foster engagement
- Motivate employees across generations
- Acknowledge challenges

Really great people make
you feel that you, too,
can become great.

Mark Twain

Recruiting and Cultivating a Diverse Workplace

- Expand applicant outreach
- Promote your agency online
- Create internship programs
- Promote title changes
- Create mentoring programs
- Unconscious bias training

The Business Case for Diversity & Inclusion

- Strengthens the customer service focus
- Attracts the best talent
- Increases employee satisfaction and engagement
- Leads to smarter decisions
- Fosters innovation and creativity
- Leads to greater financial success

The Walt Disney Company's 3 Core D&I Beliefs

- Inclusion is key to market relevance
- We are a better company when our people at all levels reflect the life experiences of our audiences
- We thrive when ideas and decisions from all people are valued and encouraged

Thank you!

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