

Employee feedback vital for Diversity & Inclusion Study success!

Please help Kent County become an even greater place to work! Your participation in an upcoming confidential Focus Group meeting is critical for an accurate understanding of our recruitment, selection, onboarding, and inclusiveness processes by the Diversity & Inclusion Study consultant – IVY Planning Group of Bethesda, MD.

Please respond to the invitation emailed to you by Dina Abercrombie of IVY Planning Group or if you do/did not receive an invitation via email because you lack a County email address please show up at the time and place scheduled for you by your supervisor.

The majority of individual Focus Group meetings will be held on **Thursday, September 6, 2018**. Since focus groups are divided along ethnicity, gender, or work duties, you should attend the Focus Group time identified in your invitation or as you are scheduled by your supervisor. If you have a question about your focus group, you are welcome to contact IVY project managers Dina Abercrombie at (301) 448-0727 or Zaineb Haider at (571) 262-1981. Participation in the focus group is compensable. Please make a note on your time sheet for the 90 minutes if you attend.

According to IVY, “*one way we assess the experience of employees is through focus groups geared to collect data from groups of people. Employees are invited to attend the focus group meeting scheduled for **Thursday, September 6, 2018 in Kent County Administrative Complex Room 220** to lend their voice and perspective to this important work. Please note that these focus groups are specifically focused on gathering feedback about diversity and inclusion within Kent County. Kent County Levy Court seeks to promote a more diverse County workforce and your input is vital to this effort.*”

County Managers and Supervisors will be invited to participate in a separate Focus Group meeting scheduled for Tuesday, August 7 from 1:00 p.m. – 2:30 p.m. in Room 220.

Kent County Administrator Michael Petit de Mange emailed the following study introduction and personal request to all employees last month:

Dear Kent County Colleagues:

As an organization, Kent County Levy Court (KCLC) strives to provide professional, high quality facilities and services for our Employees, our Customers, and our Community. To that end, we look for ways to continually improve. Part of that process involves periodic assessment of our work culture to gain an understanding of the work experience of all of our Employees. To further this effort, we are pleased to announce that we have initiated a project with IVY Planning Group (IVY). IVY is a 28 year old management consulting firm that specializes in diversity and inclusion analysis and planning. IVY is conducting an independent diversity and inclusion assessment of our organization. At the end of the study, IVY will present to the KCLC Leadership Team a comprehensive overview of their findings and make recommendations for achieving a more diverse and inclusive County workforce.

WE NEED YOU to make this project successful and strongly encourage you to participate in one of the **confidential** data gathering Focus Group Sessions that IVY will be hosting. These sessions will be grouped by job role/function and by demographic grouping, including gender and/or race/ethnicity. IVY collects data this way to obtain a holistic view of the organization. We are committed to supporting this process, so we encourage you to make every effort to attend your assigned session.

Focus Group invitations will be sent to you via email from IVY Planning Group consultants. For any questions or concerns, please feel free to contact Personnel Director Allan Kujala (phone 744-2311 or email: Allan.Kujala@co.kent.de.us).

Thank you!

Your assistance with the important study is greatly appreciated.

(posted 07/24/18)