



Annual Work Plan

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Leaders in Peoria County Government commit ourselves to our Personal Strategic Plan. Application of my Personal Strategic Plan and the County Board's strategic plan is my Annual Work and Performance Plan. Each Key Initiative below is tied back to one or more Strategic Goals found in my Personal Strategic Plan.

Strategic Goal:

Which goal in your Personal Strategic Plan does this Key Initiative link back to.

Description:

This is a summary of the Key Initiative.

Rationale:

This answers the "Why" question. Why is it a priority for me and for Peoria County Government.

Operational Plan:

These are short-term focused and action-oriented objectives that support the Key Initiative.

Programming & Service Delivery Application:

These are tactical actions derived from the Operational Plan. They are short-term and focused. These come in the form of Timelines and Milestones.

Outcome Measures:

A key component of a SMART goal is its measurability. They help define achievement or failure of the Key Initiative.

Key Initiative # 1:

Diversifying the internal workforce of Peoria County Government

Strategic Goal:	Review and implement policies and procedures that aid at diversifying the workforce of Peoria County Government.
Description:	Our internal workforce should mirror the diverse demographics of the county we serve.
Rationale:	Having a workforce that reflects our community demonstrates our commitment to diversity, aids in our ability to provide quality services, and improves our employee recruitment/retention efforts.
Operational Plan	<ol style="list-style-type: none">1. Implement a climate survey to establish a baseline of the culture of the organization pertaining to DEI.2. Connect with our human resources and other departmental units to learn about the overall hiring and onboarding process.3. Create a DEI recruitment guide that can be implemented to foster a consistent hiring and onboarding process, that demonstrates fair and equitable hiring procedures.4. Establish focus groups and round table discussions to learn more about team members feelings towards the organizations and opportunities for improvement.
Timeline:	Complete by Q3 of 2023
Milestones:	<ul style="list-style-type: none">• Launch Climate Survey by the end of Q1• Host two focus groups and round table discussions by the end of Q1
Outcomes / Measures:	<ul style="list-style-type: none">• Create and establish diversity hiring goals• Implement DEI hiring and onboarding guide

Key Initiative #2:

Strategic Goal:	Establish the DEI unit of Peoria County Government as a sustainable, credible and sought-after resource for internal and external stakeholders regarding DEI training, learning, and systematic impact.
Description:	It's important that the DEI unit of Peoria County Government is functional, impactful, and sustainable. This work is patient and on-going, requiring commitment and trust.
Rationale:	Demonstrates to internal and external stakeholders our true commitment and alliance to advance DEI in within our county.
Operational Plan	<ol style="list-style-type: none"> 1. Recruit and hire DEI Generalist role to add to the DEI unit and increase its capacity. 2. Create a presentation toolkit that features various training and professional development opportunities within the realm of DEI that both internal and external stakeholders in Peoria County can solicit by both internal and external stakeholders in Peoria County. 3. Intentionally connect with internal and external stakeholders to establish a relationship and understanding of their needs and units' offerings in advancing DEI.
Timeline:	<ul style="list-style-type: none"> • Hire DEI Generalist within Quarter 1. • Solidify and market DEI presentation and training toolkit within Quarter 1. • Ongoing relationship building.
Milestones:	<ul style="list-style-type: none"> • DEI Generalist begins employment. • DEI unit conducts 5 professional development training opportunities internally in 2023. • DEI unit conducts and participants in 5 professional training opportunities externally.
Outcomes / Measures:	<ul style="list-style-type: none"> • Completion of stated milestones.

Key Initiative #3:

Strategic Goal:	Develop and support initiatives that engage underserved and underrepresented communities.
Description:	The DEI Unit will establish relationships externally to foster and participant in county efforts to improve the quality of live for our most underserved and underrepresented.
Rationale:	Supporting the most underserved and underrepresented is a tide that raises all boats. Improving our communities within the county will directly and indirectly impact many societal challenges including public safety, taxpayer relief, and economic development.
Operational Plan	<ol style="list-style-type: none"> 1. Meet with 1-2 new external organizations that engage this population per month as a unit. 2. Support existing efforts, including the city/county joint commission on Racial Justice and Equity, Social Determents of Health (SDOH) grant, and Regional Office of Education initiative to advance DEI through the districts within the county. 3. Promote employment opportunities within Peoria County Government this population.
Timeline:	<ul style="list-style-type: none"> • December 2023
Milestones:	<ul style="list-style-type: none"> • Establishing relationships with at least 10 external organizations. • Execute the deliverables of the SDOH grant and spend the allotted funds.
Outcomes / Measures:	<ul style="list-style-type: none"> • Completion of stated milestones.

Key Initiative #4:

Strategic Goal:	Diversifying Procurement Opportunities within Peoria County Government
Description:	Peoria County Government will intentionally create a strategy to meet its diversity procurement goals through departmental and external stakeholder collaboration.
Rationale:	Demonstrates our commitment to DEI.
Operational Plan	<ol style="list-style-type: none">1. The Chief DEI Officer will become trained on the Eprismsoftware2. Conduct ongoing meetings with NAACP and labor unions.3. Ensure bid contract language is reflected our minority participation goals.
Timeline:	Ongoing through 2023
Milestones:	<ul style="list-style-type: none">• RFP process for City/County Health Department project.
Outcomes / Measures:	<ul style="list-style-type: none">• Achievement of stated minority participation goals.