

**SECTION 48: Organizational Policies**  
**POLICY TITLE: Diversity, Equity and Inclusion Policy**  
**POLICY NUMBER: 48.4**  
**LAST UPDATE: 11/20**

### **Diversity, Equity and Inclusion Policy**

48.4.1 **Purpose:** Regional Government Services Authority (RGS) was launched in 2002 to support local governments in delivering the best possible outcomes for the communities they serve. Today, the spirit of intergovernmental collaboration, resource sharing and continuous improvement is alive and well—and we are pivoting with our partners and communities to explicitly address the issues of diversity, equity and inclusion.

48.4.2 **General Policy:** At RGS, we believe that diversity and inclusion represent best practice. Respecting and learning from the personal experiences, values, and worldviews that arise from differences of culture and circumstance brings our local governments better solutions, better community, and ultimately creates a better world.

RGS is committed to advancing equity-focused local government practices and to fostering a welcoming and inclusive environment within the workforce of local governments; and in the communities they serve to ensure that everyone is treated fairly, has a voice in community affairs, and has equitable access to opportunities and resources.

RGS is a consulting agency and must offer other public agencies outstanding technical and strategic advice; as well as excellent value for public funds expended. RGS recognizes that consulting staff are drawn from an experienced public sector talent pool that is historically unbalanced and lacking diversity and inclusiveness in several important ways.

48.4.3 **Internal Programs and Systems:** RGS has designed and is in the initial implementation stages of several programs to enhance the diversity, equity and inclusiveness of its own workforce. These include:

- Development of a new compensation model. RGS recognizes existing industry and/or profession-linked inequity in pay scales. RGS is working to compensate all staff at levels appropriate to the strategic or tactical nature of the services they provide to clients, regardless of the legacy inequities which exist.
- Increased use of targeted and active recruitment strategies.
- Intentional “teaming” of diverse professionals, fostering the learning and growth of the whole RGS workforce through exposure to different perspectives and experiences.
- Building and maintaining an awareness of best practices and recommendations for diversity, equity, and inclusion, and using those to

guide our internal policies and procedures as well as our work with partner agencies.

- Recognize how diverse populations have been historically impacted by biased institutional and systemic policies and procedures. Develop systems to guide RGS and our partner agencies in recognizing inequities and implementing positive change.
- Leveraging our use of remote technologies to remove access barriers to employment.

**48.4.4 Services to Partner Agencies:** RGS service line leaders carry out our commitments to support diversity, equity and inclusion for our partner agencies in many ways relative to the specific services they deliver. We advise, facilitate, strategize with and support our partner agencies to:

- Serve as a catalyst for anti-racism by removing barriers and stigmas, providing equal opportunities, and building community engagement and collaborative relations.
- Make institutional changes to increase inclusion and equity relative to services, governance, and public policy decision making. Institutional policies, practices, and behaviors within and across institutions are examined and adjusted to promote diversity, rectify injustices, build in fair outcomes, and promote anti-racism.
- Hold themselves accountable to their communities, being fully engaged, with a transparent agenda and process. Agency goals and actions should acknowledge and align with the values of diversity, equity and inclusion.