



Leading by Example: Starting a Conversation on Diversity and Inclusion

Monday, May 20, 2019 ■ 4:15 – 5:30 PM

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Speakers:

- Clara Santos, Department Fiscal Administrator, City of San Antonio, TX (moderator)
- Josh Diosomito, Senior Policy Analyst, U.S. Government Accountability Office
- Michele Crichlow, Debt Finance Manager, San Diego County, CA
- Melanie Keeton, Assistant Finance Director, City of San Antonio, TX

Session Outline:

1) Diversity and Inclusion Initiatives

- Overview of the issues
- Building a program
- Engaging internal and external stakeholders

2) Case Study – San Diego County, CA

- Recognizing the opportunity embodied in a diverse and inclusive workforce
- Designing the business case for a D&I program to include identifying the anticipated outcomes
- Accomplishments and lessons learned in the process

3) Case Study – San Antonio, TX

- Recognizing the need for D&I Initiative
- Designing D&I program to address the need
- Evolving into an Equity program
- Lessons learned in the process

Learning Objectives:

Key takeaways and learning objectives for this session include:

- Learn general overview of the core issues related to diversity and inclusion
- Understand the challenges and benefits of created a diversity and inclusion program
- Become familiar with how two local governments implemented diversity and inclusion initiatives to address a pressing need