

# THURSDAY'S AGENDA



## PANEL DISCUSSION:

9:00 a.m. to ~10:30 a.m.

### *Hiring a Diverse Workforce: Does Civil Service Help or Hinder? Strategies for Success*

Kay Barnes, Equity Manager, City of Everett

Steve DiJulio, Attorney, Principal, Foster Garvey PC

Kalie Nichols, Senior HR Analyst, Civil Service, City of Lacey

Scott Snyder, Attorney, Member, Ogden Murphy Wallace

Jon Walters, Moderator, Public Safety Testing.

## ANNUAL ALL-AGENCY BUSINESS MEETING

~10:30 a.m. to 12:00 p.m.

### I. Introductions/Agenda Review

### II. COVID Update

A. PST's COVID-19 Response Report

### III. Trends, Takeaways, and Tips

A. Public Safety Applicant Pool

B. Current State of Pre-Employment Testing: a National Perspective

C. Investigation Services

D. Current Unique Challenges in Hiring: a Psychologist's Perspective

E. Promotional Testing Services

F. PST's Website for Department Users – some useful features

G. Pre-Employment Testing Services

H. New Service: Announcement!

### IV. Q & A and Adjourn

**City of Everett**

**Hiring a Diverse Workforce: Does Civil Service  
Help or Hinder – Equity Manager's Perspective**

Kay Barnes

Equity Manager



# What We Will Cover

- City of Everett - ONE Everett Vision
- Mayoral Directive 2020 Road Map
- Civil Service System – Why and When?
- What factors excluded People of Color?
- Not a “Level Playing Field”
- What has the City done to remove barriers in employment?



# ONE Everett

- Mayor's vision shared by City staff
- Everyone feels a sense of belonging and feels safe
- An inclusive workforce looks like the community it serves
- Mayoral Directive 2020 is a road map for equity work-building unity and addressing racism and promoting equity for all
- Meaningful successes and work continues



# Early Beginnings of Civil Service System

- I'm not a historian – show grace please
- Systemic racism – individual, institutional and structural, implicit and explicit bias
- (This referral is not about Civil Service and it offers a view into explicit bias of a government system perpetuated  
Referral: Video: The Power of an Illusion: How the Racial Wealth was Created)



# Early Beginnings of Civil Service System (contd.)

- Reports of Civil Service System outside of WA in late 1880s
- In government, illegal practices by city officials, nepotism, and other unfair practices to employees
- Initiative November 3, 1936 – it was defeated
- Chapter 13, Laws of 1937 (Chapter 41.12 RCW)



# Timeline of Barriers to Systems for POC, Indigenous and Immigrants

- Jim Crow Laws existed for about 100 years (roots from Black Code 1865)
- WA State exclusion examples
  - 1896: Electors to read and speak English and “Indians” not taxed shall never be allowed the elective franchise
  - 1912: Statue passed, if naturalized must furnish evidence you can read and write
  -



# Timeline of Barriers to Systems for POC, Indigenous and Immigrants (contd.)

- 1939: In Seattle, no formal “Jim Crow “segregation laws the result was the same as the south – menial work and lower standard of living
- Sit with this information for a moment





# What Has the City of Everett Done to Remove Barriers?

- Keeping an eye on equity:
  - In outreach events, reach out to BIPOC and other marginalized communities, specifically reach out to the most diverse agency, US Military
  - Written exams -vs- supplemental questionnaires and more
  - Create a path to progression in class specs



# Collectively. . .

- How can you have a system that is responsive to the social changes occurring in the communities and ensure equal access to employment and a fair process?
- Thank you!
- (please visit [RaceForward](#) and hear what is systemic racism in vignettes)

