



Board Workshop / Discussion Agenda

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

May 2, 2023 - 1:30 p.m.

Courthouse Room 220

WORKSHOP

1. **Inclusive and Respectful Workplace Policy**

[2023-146](#)

Sponsors: County Manager's Office



Board Workshop / Discussion

Request for Board Action

15 West Kellogg Blvd.
Saint Paul, MN 55102
651-266-9200

Item Number: 2023-146

Meeting Date: 5/2/2023

Sponsor: County Manager's Office

Title

Inclusive and Respectful Workplace Policy

Attachment

1. Presentation

Inclusive and Respectful Workplace Policy Update

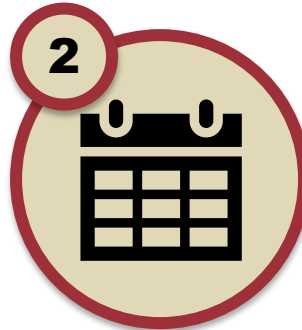
May 2, 2023

Deanna Pesik, Chief Compliance and Ethics Officer
Annie Porbeni, Chief Human Resources Officer

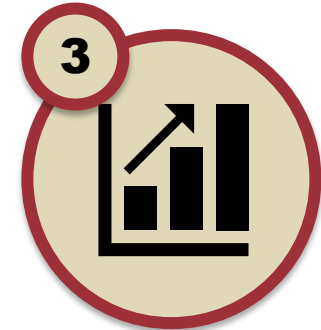
Agenda



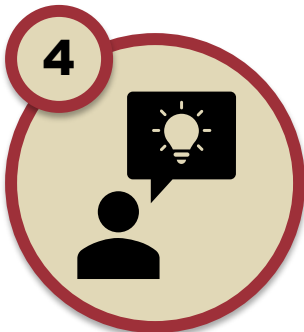
How we got here



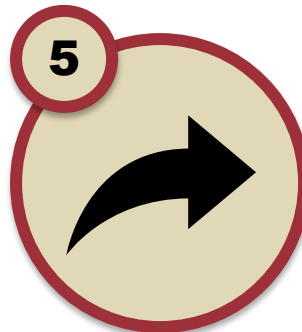
When we started



What we improved



Why we're doing this

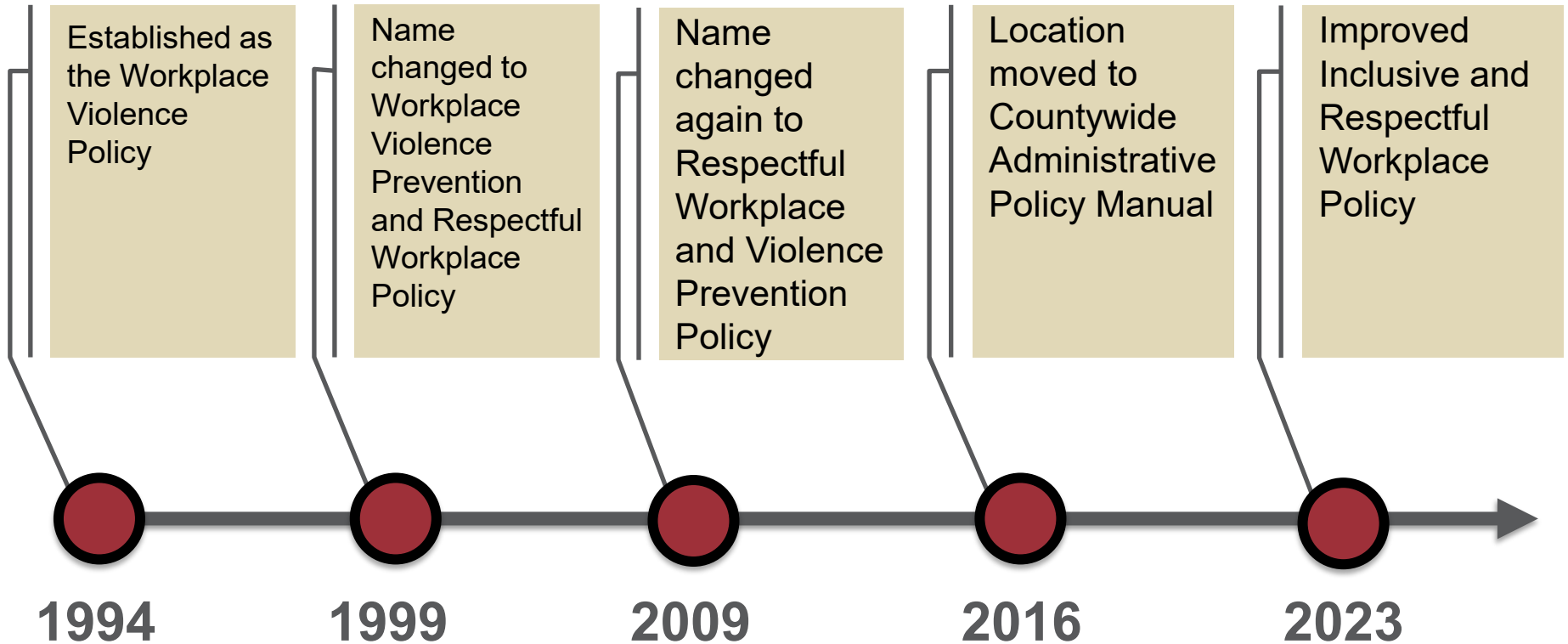


Where we go next

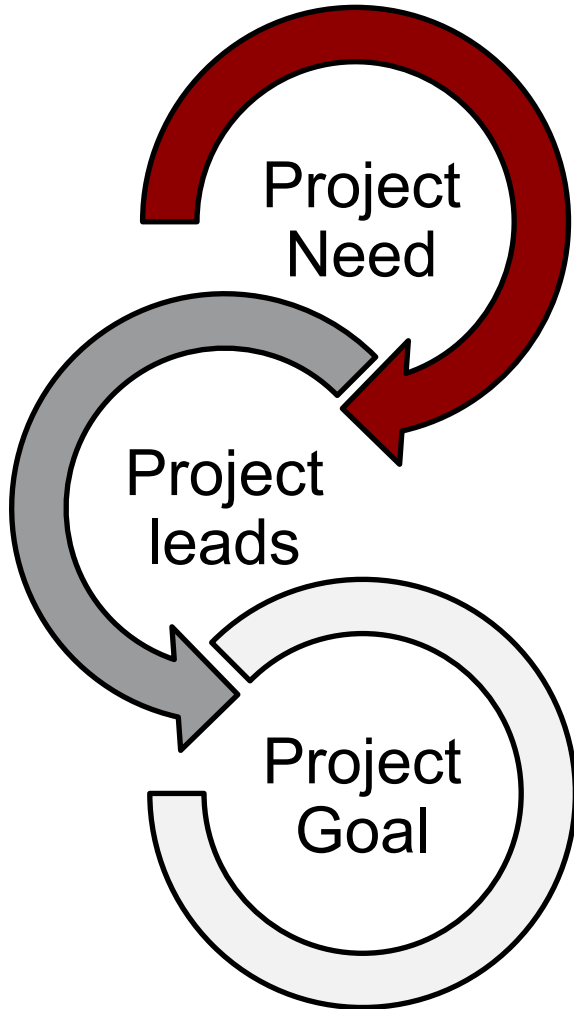


What to take away

How we got here



When we started



Project need was identified by and initial updates were drafted by the Ramsey County Attorney's Office.

Project was led by the Compliance and Ethics and Human Resources Office.

The objective was to ensure the policy was updated to be reflective of the current workplace climate, culture, and core values of Ramsey County.

What we Improved

Incorporating the Nondiscrimination Policy



Incorporating the Sexual Harassment Policy

Incorporating the nonretaliation statement



Providing policy violation reporting instructions

Providing corrective action procedures



Giving information on confidentiality

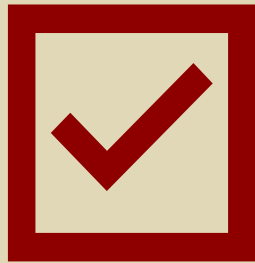
Giving real world examples



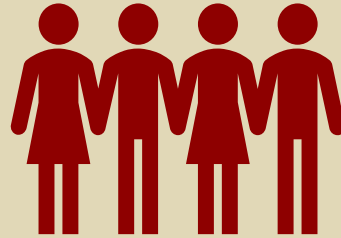
Why we're doing this



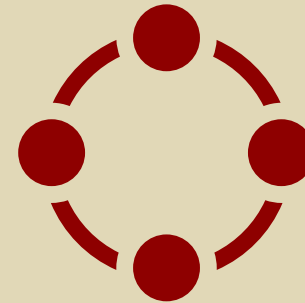
Curate a culture of respect, inclusivity and accountability



Provide clear standards and expectations



Promote employee morale



Foster county values



Nurture an environment of trust and transparency

Empower employees



Treat everyone with respect and dignity



Be aware and challenge your own biases and assumptions



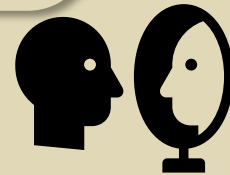
Use inclusive language



Listen and value opinions and perspectives of others

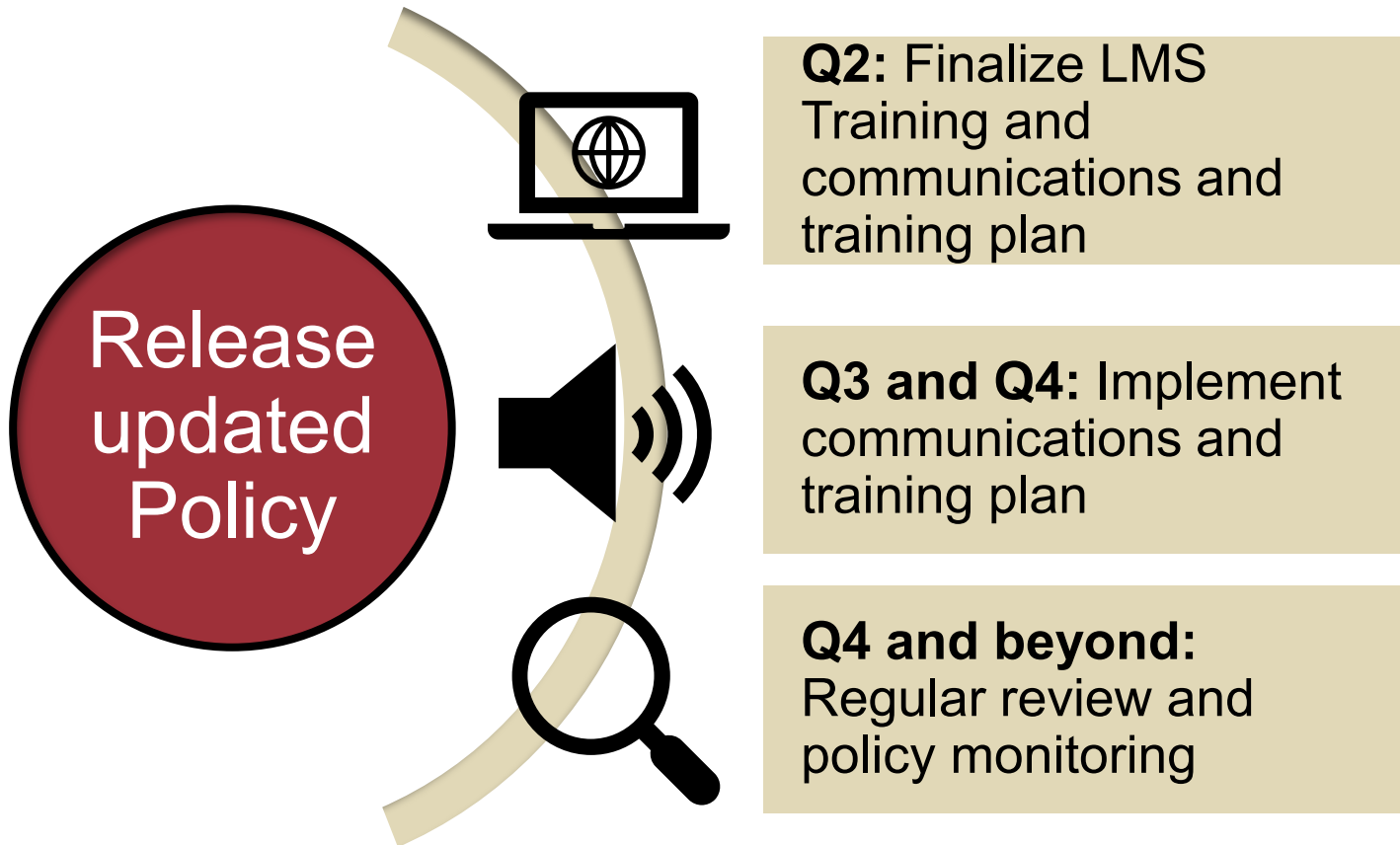


Be open to learning about different cultures, beliefs, and identities



Know your multicultural self

Where we go next



Compliance cycle



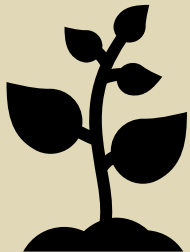
What to take away



Ramsey County is committed to creating and maintaining a healthy, inclusive, and respectful workplace that is free of harassment and discrimination for our employees.

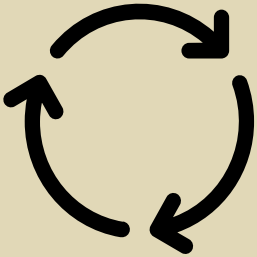


The Inclusive and Respectful Workplace Policy has been the foundation to do this for almost 30 years.



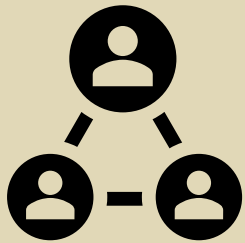
It is critical this policy continues to grow in order to reflect the current workplace climate, culture, and core values of Ramsey County.

How to reach us



Compliance and Ethics Office

Deanna Pesik, Chief Compliance and Ethics Officer
Morgan Reiman Nagel, Policy and Operations Compliance Manager
Email: compliance.questions@co.ramsey.mn.us



Human and Resources Office

Annie Porbeni, Chief Human Resources Officer
Email: contactHR@co.ramsey.mn.us