



California State
Board *of* Equalization

Advancing Diversity, Equity, and Inclusion at the State Board of Equalization

Building a More Inclusive Future Together

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Agenda

- Defining Diversity, Equity, and Inclusion (DEI)
- Why DEI Matters at the BOE
- California Census Data Compared to BOE
- BOE's Diversity
- BOE's Current DEI Initiatives
- Questions and Answers



Defining Diversity, Equity, and Inclusion

DIVERSITY

All the ways in which people differ

EQUITY

Fair treatment, access, opportunity, and advancement for all people.

INCLUSION

A variety of people have power, a voice, and decision-making authority.



Why DEI Matters at the BOE



Reflecting
California's Diversity



Fairness and Equity
in Taxation



Addressing
Disparities



Enhanced Decision-
Making Community
Trust and Creativity



Innovation and
Creativity



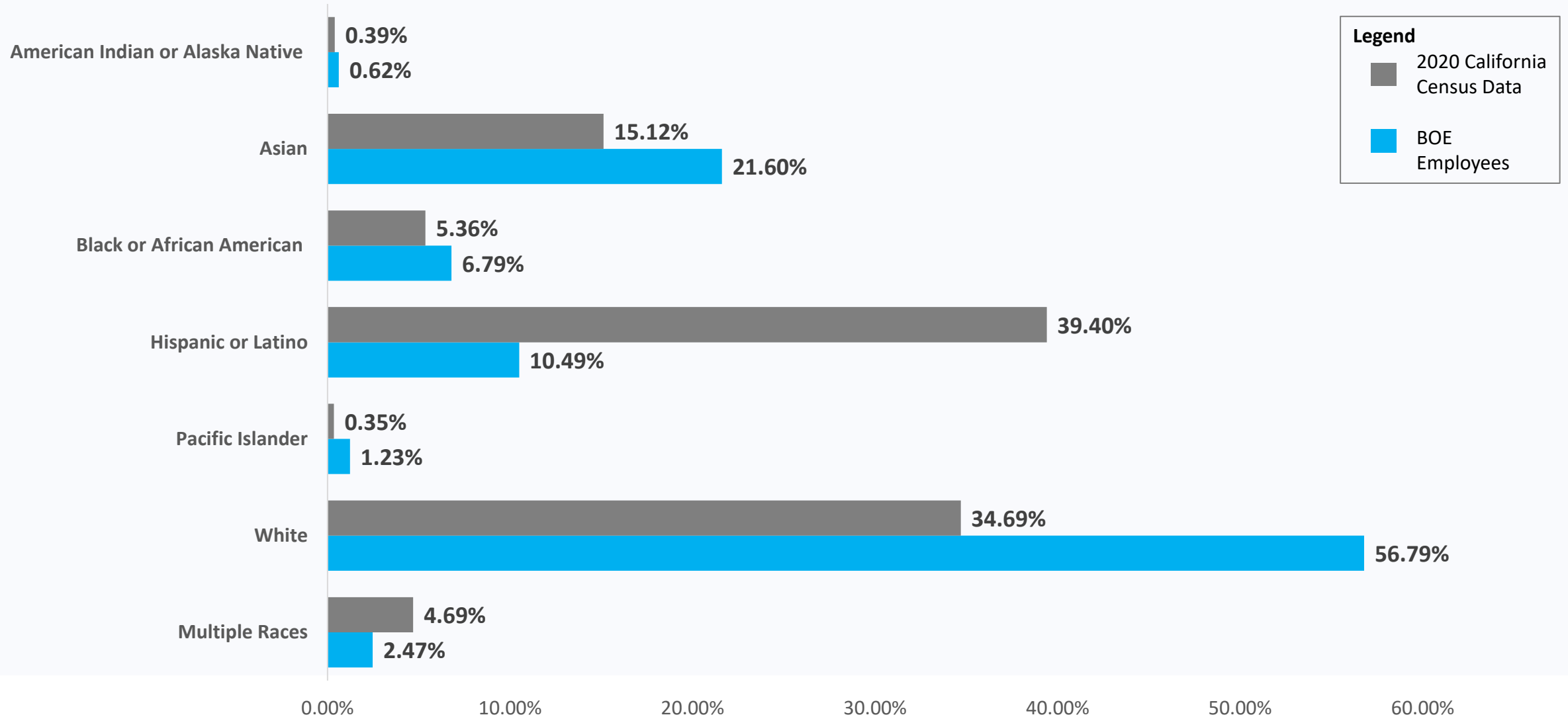
Talent Attraction
and Retention



Adaptation to
Change

Race and Ethnicity Diversity

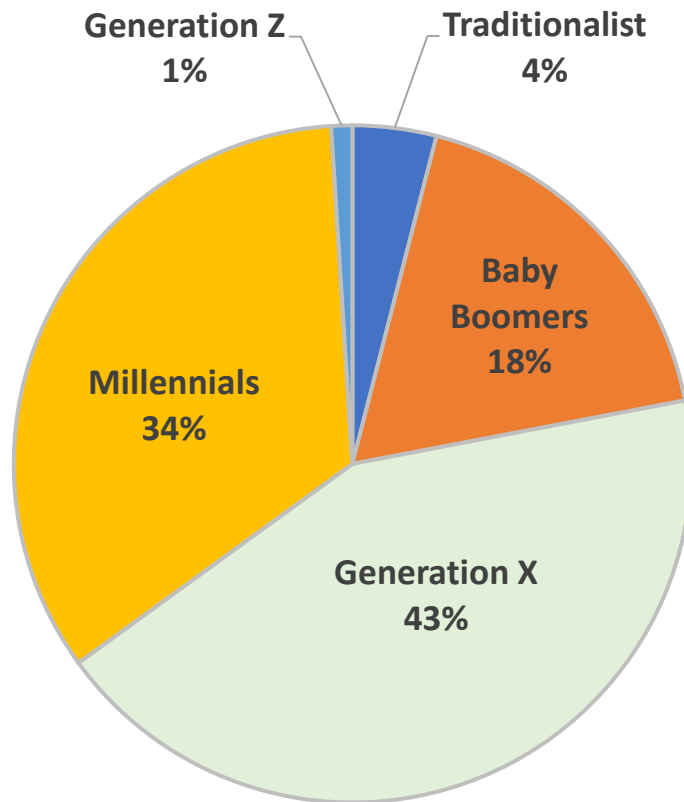
2020 California Census versus Current BOE Employees



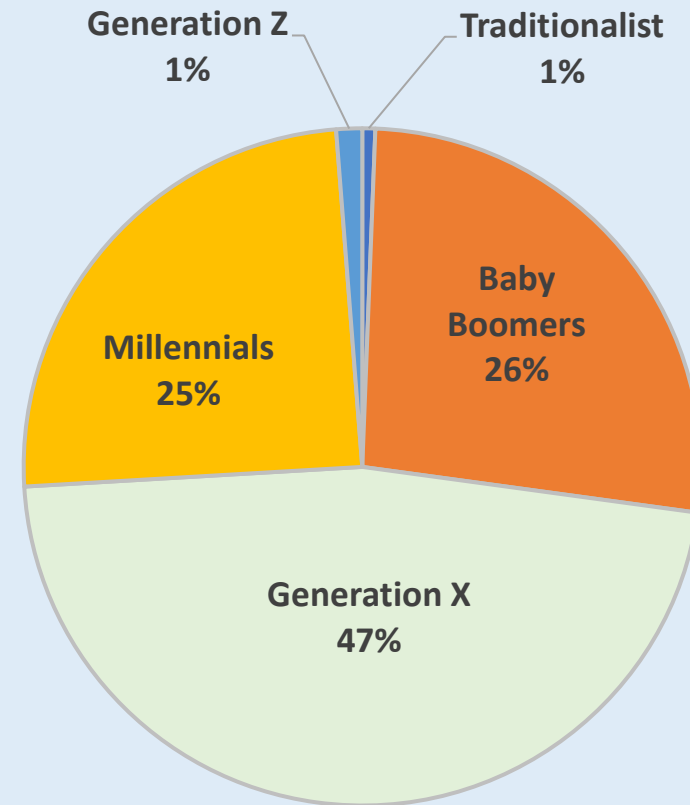
Generational Diversity

All State Employees versus BOE

All State Employees



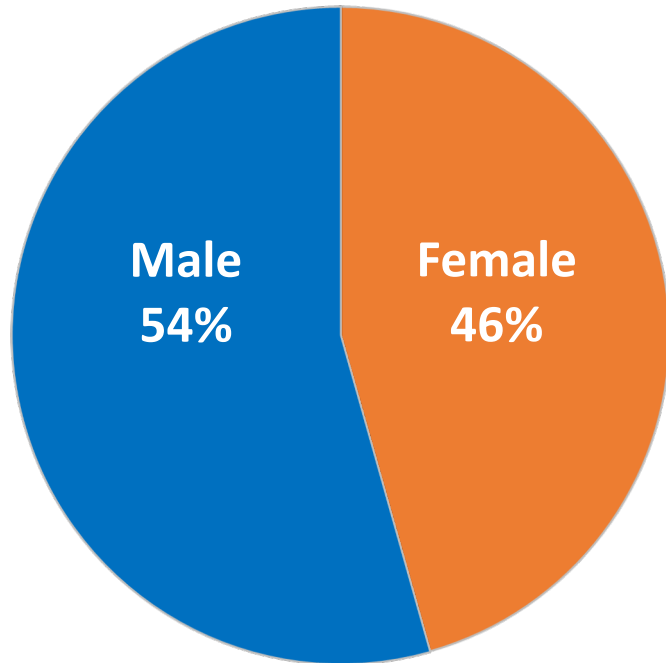
BOE Employees



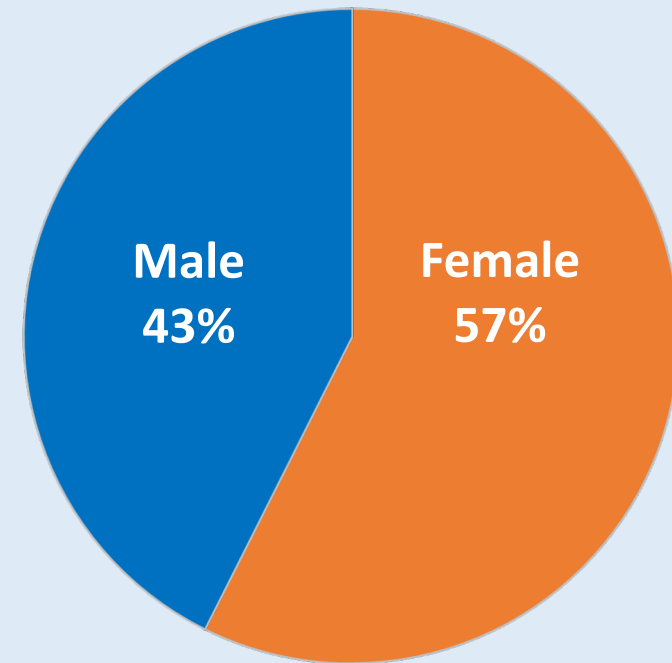
Gender Diversity

All State Employees versus BOE

ALL STATE EMPLOYEES



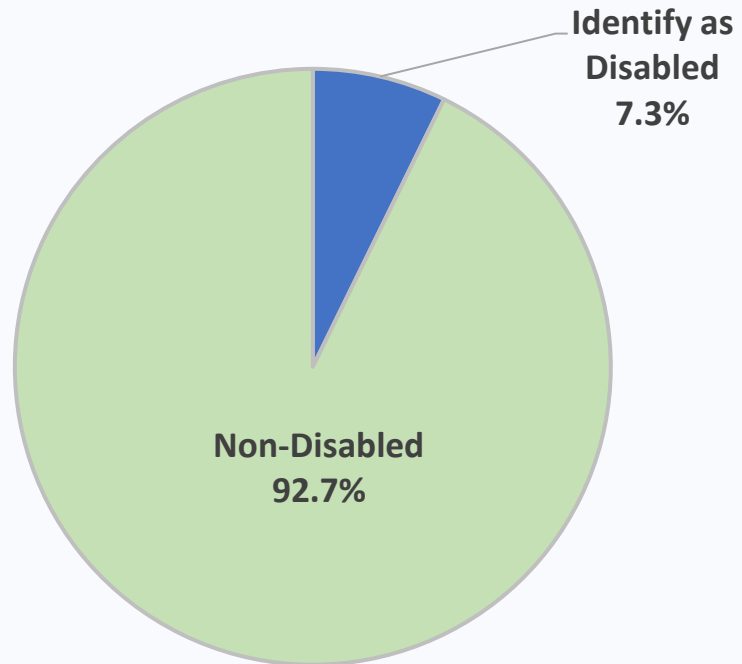
BOE EMPLOYEES



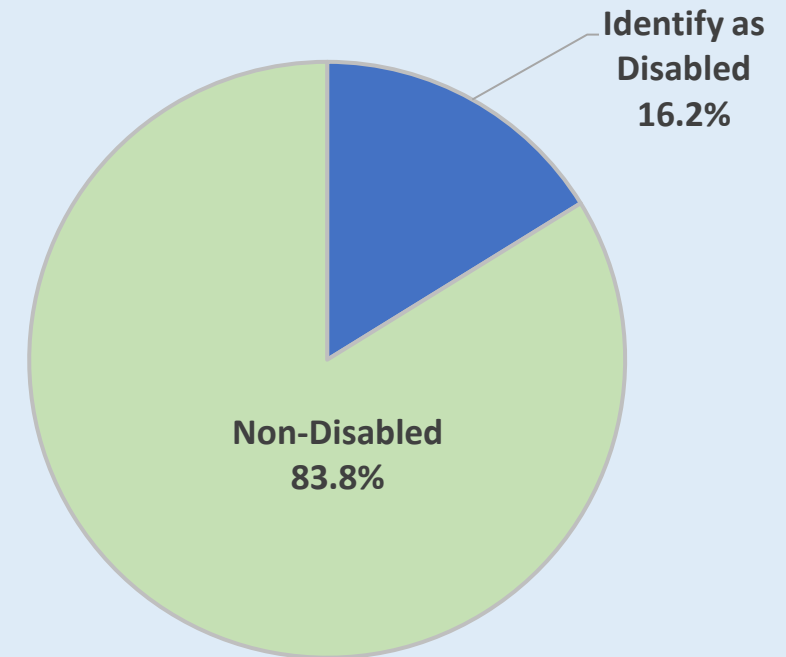
Disability Diversity

All State Employees versus BOE

All State Employees



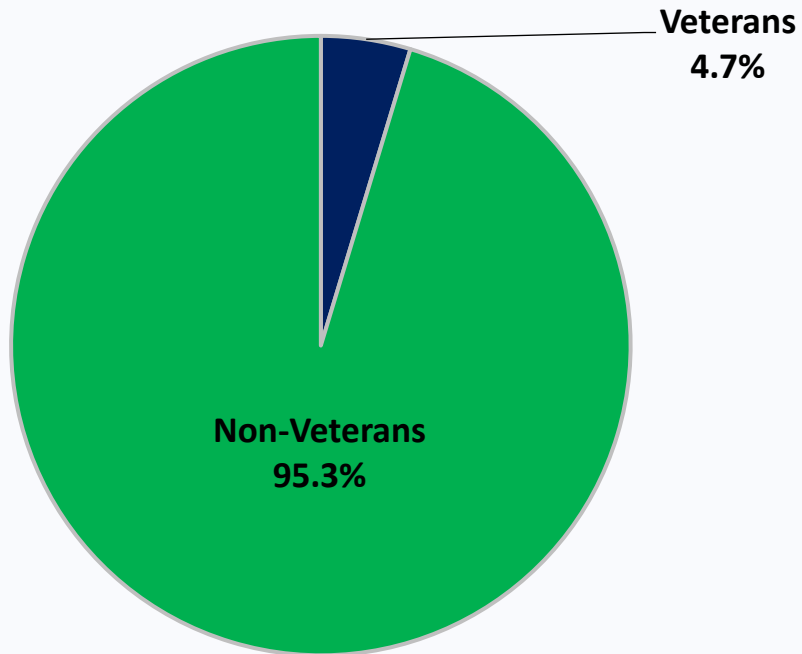
BOE Employees



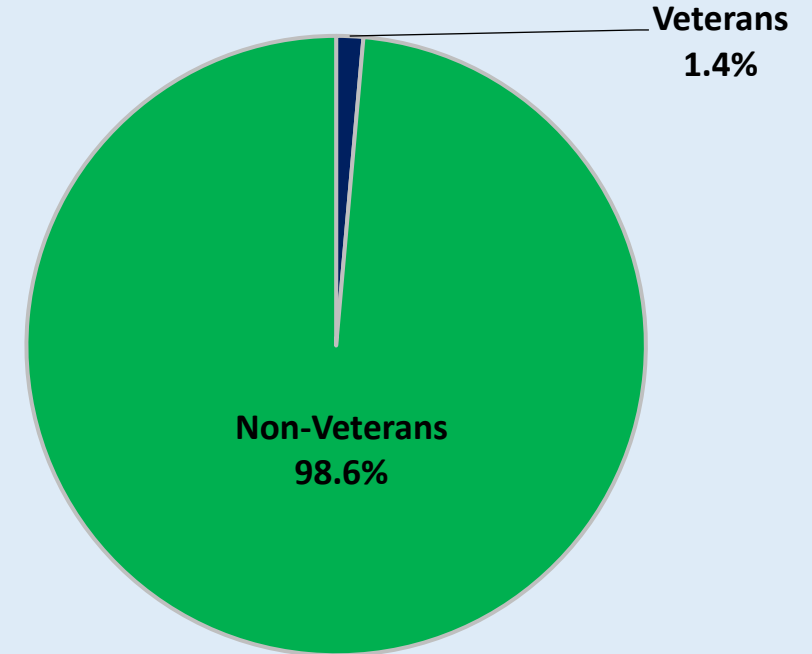
Veteran Status Diversity

All State Employees versus BOE

All State Employees



BOE Employees





Current DEI Initiatives at BOE

Recruitment and
Merit Hiring

DEI Training

Diverse Hiring
Panels

Employee
Resource Groups

Inclusive Policies
and Practices

Employee Survey
and Feedback
Mechanisms

Workplace
Flexibility

Accessibility and
Inclusion

Equity in Service



Diversity, Equity, & Inclusion at BOE

Assess BOE's Underrepresentation

Leadership Commitment

Education and Training

Clear Policies and Procedures

Utilize our Employee Resource Groups

Transparency

Feedback



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Questions?