



Partnership Engagement Program (PEP)

Due to the diligent work of many FCG personnel, we have gained keen employee insight into how Frederick County Government can operate in a more equitable capacity for all of its employees and become a positive and preferred employer in our community. Our employees had an invested interest in sharing their time, commitment, research, and expertise to help inform the ongoing work of the County in many ways. For that and so much more, we are grateful.

Their input has helped to provide the Office of Equity and Inclusion (OEI) with a greater understanding of what FCG employees would like to experience in our workplace. As a result, we have incorporated much of the shared content into the County's DEIB Strategic Workforce Plan. We have also gained insight into how to best utilize the talents of everyone that would like to participate in OEI's efforts in some capacity. This new **Partnership Engagement Program (PEP)**, developed by the Office of Equity and Inclusion, has been designed to provide opportunities for our employees to utilize their particular talents, their very own passions, and the spheres of influence they've already established to now partner with one another and with the OEI to diversify our workforce, build an inclusive work environment, establish & implement practices of behavior that build communities of belonging, and actively work to build systems of trust and accountability.

The following is a basic overview of the next phase of collective work toward achieving diversity, equity, inclusion, and belonging throughout Frederick County Government.

The DEIB Ambassador's Program

- Ambassadors will constitute the largest of the three groups
- Ambassadors will serve as the voice of DEIB throughout FCG
- Ambassadors will play a crucial role in monitoring the DEIB pulse of FCG divisions, departments, employees
- Each Ambassador will leverage (within the FCG work environment) their context and contacts to advance the County's DEIB commitment & philosophy, promote DEI events and opportunities for engagement
- Ambassadors will serve in connecting FCG employees with the OEI
- Ambassador will primarily be front facing in their work
- Ambassadors will include those serving at-large as well as those serving as Division/Department representatives

- Ambassadors will advise and provide feedback to the OEI on community issues and opportunities
- Ambassadors will be provided with training to successfully serve in this capacity

DEIB Strategic Council

- The work of the DEIB Strategic Council will be strategic in nature, and their efforts will be less public (than that of the ambassadors)
- The DEIB Strategic Council will be a team of 6-10 members
- Each DEIB Council member will serve terms of 1-2 years in length
- Will provide support for the OEI with long-term, enterprise-wide projects
 - Building an Inclusive Culture of Belonging
 - Strategy development
 - Implementation of the DEIB Strategic Workforce Plan
 - Design and of the DEIB Staff Training Program
- Will be provided with tailored training equip them in their work

DEIB Project Teams

- Consist of multiple small committees of 4-6 members
- Will operate simultaneously and independent of one another
- Will be assigned projects/tasks to be completed over a period of 2-6 weeks
- Will be formed based upon emerging needs
- Will dissolve upon completion of an assigned project/task
- Potential subcommittees include:
 - DEIB Employee Awards Process/Event
 - Feedback on drafts of DEIB publications (newsletter layout/OEI webpage)
 - Interview Panels
- Will be provided with tailored training to equip them in their work

Once again, thank you to everyone that worked so hard to get us to this point. We would not have come this far without you. Let's continue to thrive together!