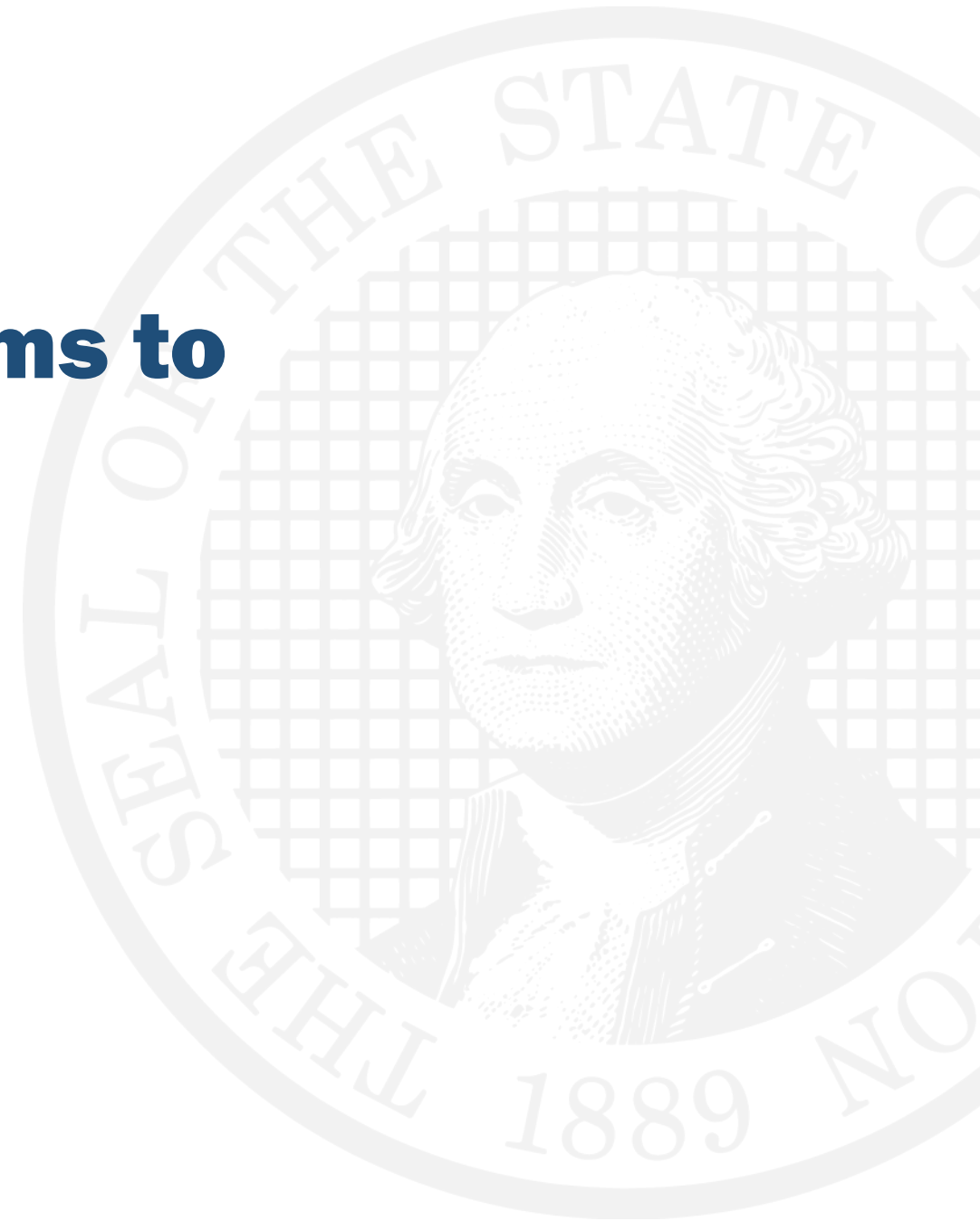


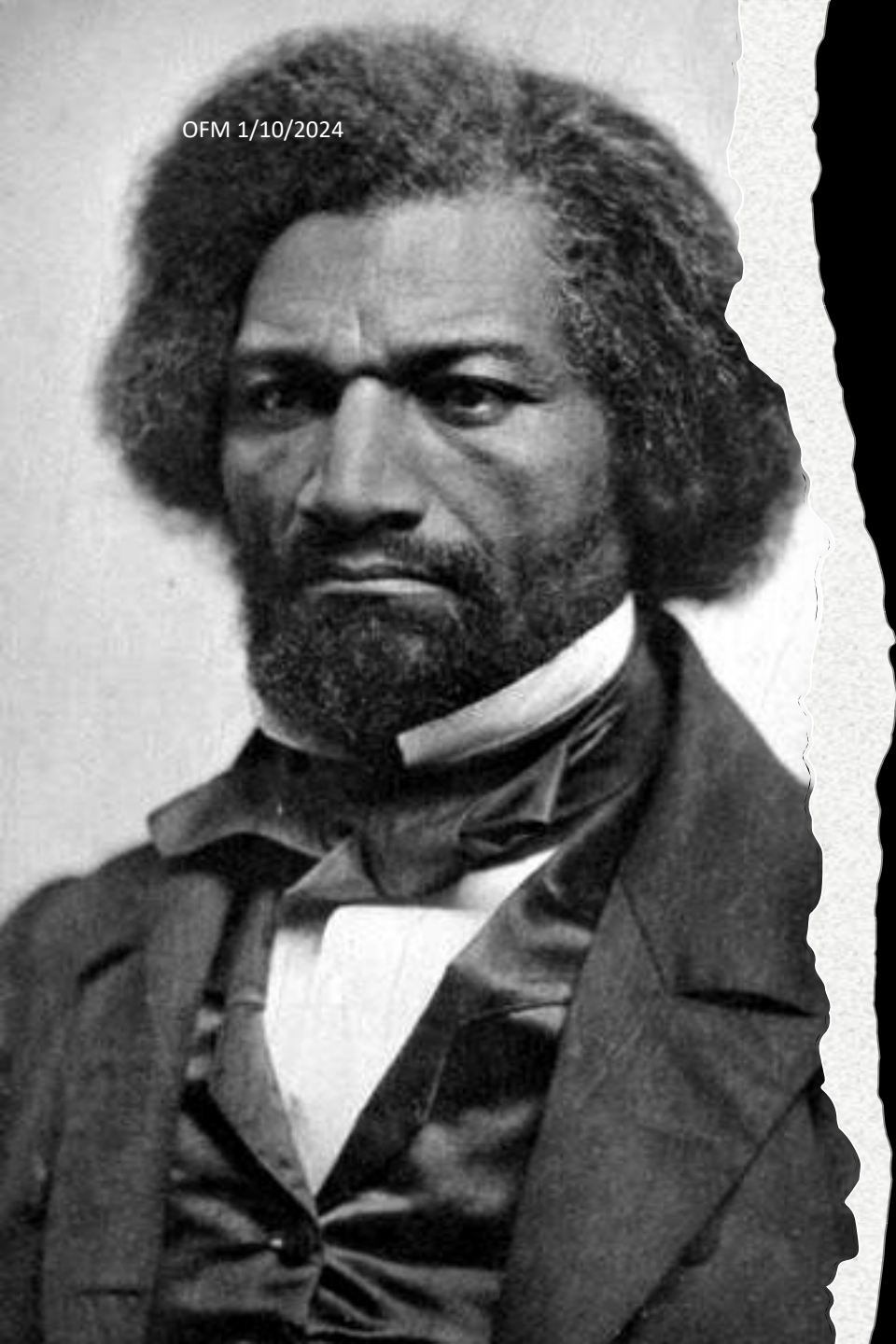
State Human Resources

Transforming HR Systems to Work for All

OFM

OFFICE OF FINANCIAL MANAGEMENT

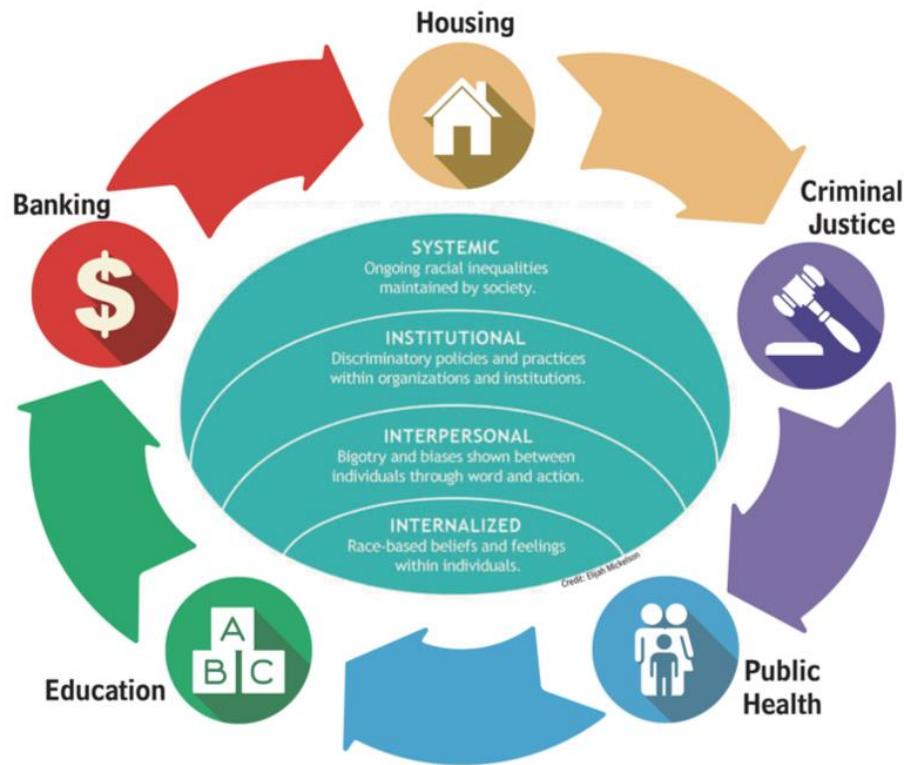




Systems work

“It’s easier to build strong children than fix broken men” – Frederick Douglass

Government Systems



Institutional racism

Institutional racism is distinguished from the explicit attitudes or racial bias of individuals by the existence of systematic policies or laws and practices that provide differential access to goods, services and opportunities of society by race. Institutional racism results in data showing racial gaps across every system. For children and families it affects where they live, the quality of the education they receive, their income, types of food they have access to, their exposure to pollutants, whether they have access to clean air, clean water or adequate medical treatment, and the types of interactions they have with the criminal justice system.

- Everything is connected
- As a Government, our services are the system
- People uphold systems
- PEAR and OoE work is about changing how we deliver services to our community
- State HR focus: HR systems change to ensure we have the right people in the right positions to do the work
- <https://youtu.be/LjGQaz1u3V4>

HR as a System

Hiring

Class & Comp

Performance
Management

Discipline and
Employee
Relations

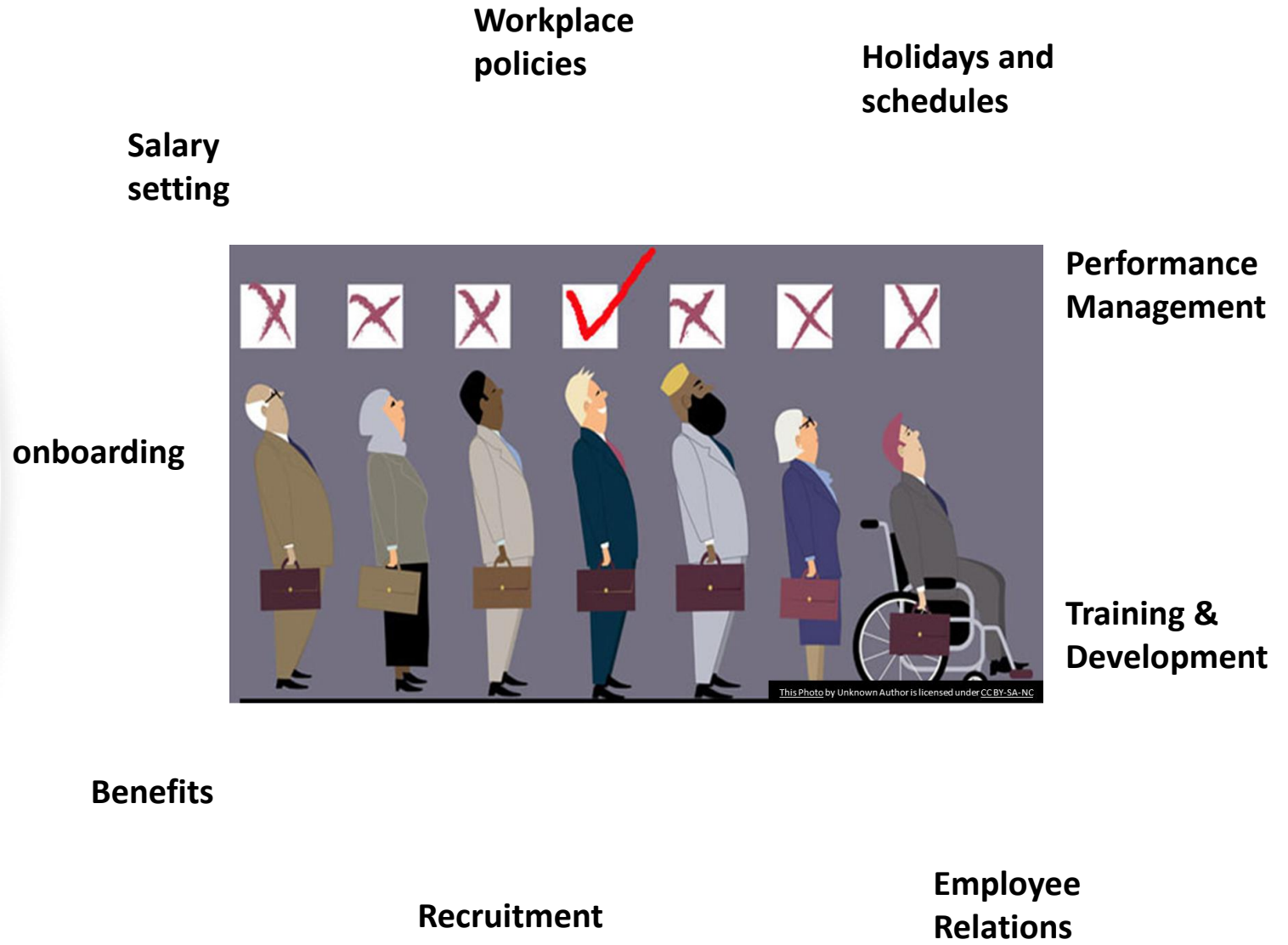
Workplace
Policies

Training and
Development

Life events
and benefits

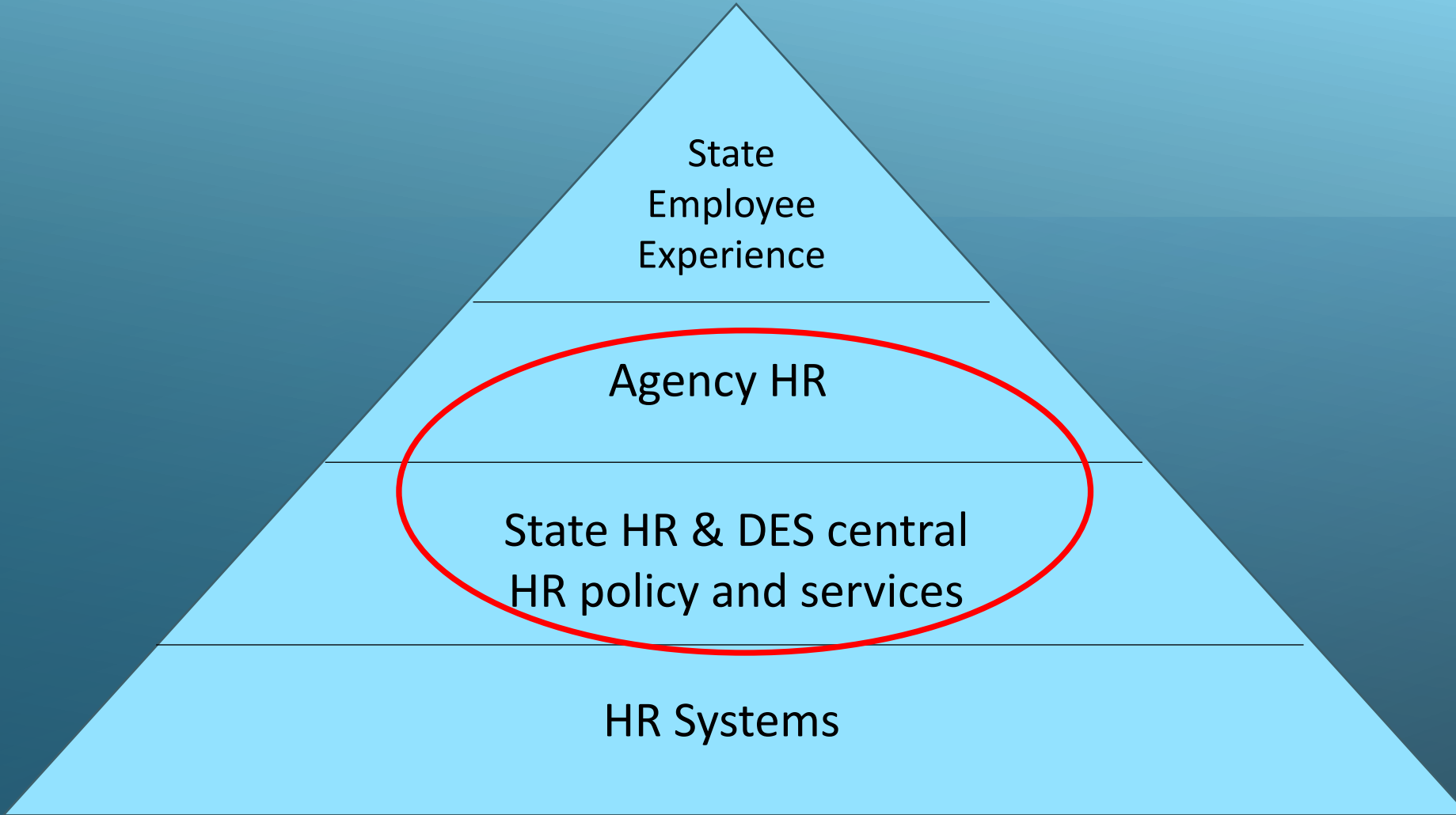
Systems and
HR Technology

How Systemic Exclusion Shows Up



An HR
System
designed for
all





System +
process =
outcome
change

SHR Priorities

- 1) A division of work that enhances equity and abolishes racism
- 2) A culture of belonging where every SHR team member has the tools, skills, bandwidth, and clarity of expectations to thrive in their role
- 3) The HR community and systems are “ready” to transition to the OneWA ERP.
- 4) Our systems and work are proactively addressing the priorities of the Legislature, Governor, and agency priorities and agile enough to pivot when necessary



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State HR Systemic Priorities for the Next 3-5 years



RECRUITMENT



TECHNOLOGY AND DATA
GOVERNANCE



CLASSIFICATION AND
COMPENSATION

Recruitment Goals

1

Standardizing the way work is done

2

Removing qualification barriers/adding cultural relevancy qualifications

3

Mitigating bias in assessment and interviewing

Tools and Processes to achieve recruitment goals

- Executive Order
- Facilitating statewide workgroups
- E-learning
- Building best-practice toolkits

Technology and Data Governance Goals

1

Accessing the right data through enterprise governance

2

Data transparency and story telling

3

Strategic portfolio and product management

Tools and Processes to achieve Technology goals

- Partnership with OneWA and readiness work
- Facilitating statewide workgroups and data governance plan
- Building a strategic HCM portfolio

Classification and Compensation Goals

1

New Classification
Plan

2

Continued equity-
focused targeted
increases

3

Building enterprise
skillset and best
practices

Tools and Processes to achieve Class & Comp goals

- RFP for vendor to create new classification plan
- Partnering with stakeholders and Gov's office to build out transition plan
- E-learning for HR professionals

How we
move
forward
together

