Featuring the members of the

**Diversity and Inclusion Employee Council**

on Diversity and Inclusion efforts within the department
Vision and Goals

**Vision:** To be the top Missouri government agency that embeds a diverse and inclusive workforce as a regular part of the Department of Revenue’s culture and a standard way of doing business and who we are.

The Diversity and Inclusion Employee Council **goals** are to attract, develop and retain the best applicants representing all ethnicities and backgrounds. This requires the Department to promote a culture of inclusion where all employees feel respected, are treated fairly, and are provided advancement opportunities.
Sponsors:
Ken Zellers, Acting Director
Lynn Bexten, COO-Deputy Director

Members:
Roxy Antonio
Amy Earl
Josh Runyan
Cassandra Wren
Tiffany Martin (NY)
Stacey Rumsey (KC)

Tommy Chen
Abby Glover
Christine Sander
Kristan Davis
Amanda Lacross (Springfield)

Office of Administration
Office of Equal Opportunity:
Carmela Thornton
Edith Kamara
Corey Bolton

Diversity and Inclusion
Employee Council
established in March 2018
Getting Started

- Seek nominations and volunteers to join council
- Leadership reviewed nominees and selected 15 members
- Notify members personally by delivering letter

March 2018:
- Diversity and Inclusion Council Formed
- Council Members met with DOR’s Leadership Team
- Announced the creation of the Council using various outlets
- Begin meeting monthly to plan various activities
Quick Wins

• DOR website translated using Google Translate
• Participated in the Hispanic Day at the Capitol
• Updated the Department’s Recruitment Brochure
• Create the Council’s Vision, Mission and Goals

Partnerships

• University of Missouri Kevin McDonald presented to the Council and guest on the framework of diversity and inclusion
• Association of Government Accountants Presentation
• Lincoln University
Highlight of Events - Continued

DIVERSITY, HARASSMENT AND DISCRIMINATION TRAINING

COMPLETED BY JUNE 30, 2018
Highlight of Events - Continued

PURSUED 4 INTERNSHIPS WITH LINCOLN UNIVERSITY
Highlight of Events - Continued

HOW DO YOU CELEBRATE INDEPENDENCE DAY?

Juneteenth Heritage Celebration

TRANSFORMATION THURSDAY

MYTH BUSTERS

Presented by:

Featuring: Roxy Antonio, Tommy Chen, Matt Connor, and Lisa Earnest
Highlight of Events - Continued

WOMEN’S HISTORY MONTH

FEATURING: SELENA MARTIN AND ROXY ANTONIO

BLACK HISTORY MONTH

FEATURING: TOMMY CHEN AND STEPHEN SHEPHERD
Highlight of Events - Continued

Dr. Kevin McDonald
Highlight of Events - Continued
Highlight of Events - Continued
Highlight of Events - Continued
Highlight of Events - Continued
Highlight of Events - Continued
Highlight of Events - Continued
April 2018 – Missouri Youth Diversity Day
September 2018 – Mizzou Accounting Career Fair
September 2018 – Capital Mall Career Fair
February 2019 – State Technical College
March 2019 – Capital Mall Career Fair and speaking engagement at State Technical College
Department of Revenue
Employee Demographics
February 1, 2020 Department Statistics

<table>
<thead>
<tr>
<th>Workforce Analysis</th>
<th>Count</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>745</td>
<td>76%</td>
</tr>
<tr>
<td>Male</td>
<td>238</td>
<td>24%</td>
</tr>
<tr>
<td>Total Number of Employees</td>
<td>983</td>
<td>100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees by Ethnicity</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Total Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Native Alaskan</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0.10%</td>
</tr>
<tr>
<td>Asian</td>
<td>5</td>
<td>25</td>
<td>30</td>
<td>3.05%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>12</td>
<td>32</td>
<td>44</td>
<td>4.48%</td>
</tr>
<tr>
<td>Declined to Respond</td>
<td>14</td>
<td>17</td>
<td>31</td>
<td>3.15%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>2</td>
<td>9</td>
<td>11</td>
<td>1.12%</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0.10%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2</td>
<td>6</td>
<td>8</td>
<td>0.81%</td>
</tr>
<tr>
<td>Unknown or no self or visual</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0.10%</td>
</tr>
<tr>
<td>White</td>
<td>202</td>
<td>654</td>
<td>856</td>
<td>87.08%</td>
</tr>
<tr>
<td>Totals Number by Gender</td>
<td>238</td>
<td>745</td>
<td>983</td>
<td>100.00%</td>
</tr>
</tbody>
</table>
QUESTIONS?
Contact the Diversity and Inclusion Employee Council:
Diversity@dor.mo.gov