

Workforce Diversity & Inclusion 2017 Report

Committee on Operations

Agency Commitment to Valuing and Maximizing Diversity

- Equal Employment Opportunity Program
- Diversity & Inclusion Policy Statement
- Diversity & Inclusion Council
- Performance Metric for Chiefs and Directors

Employee Resource Groups

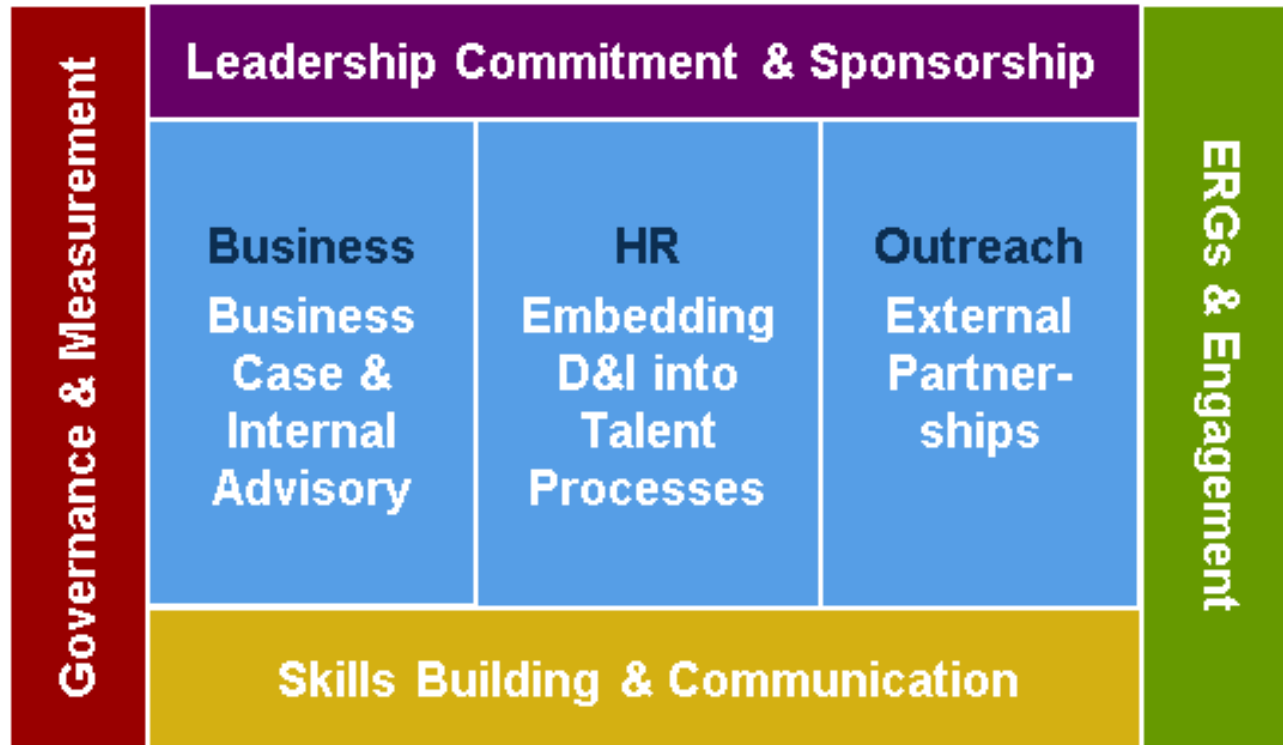


- The Port Authority Asian American Association
- The Port Authority Hispanic Society
- The Network of Black Employees
- The Network for Emerging Talent
- The Port Authority Abilities Network
- The Port Authority Women's Council
- The Port Authority Veterans' Association

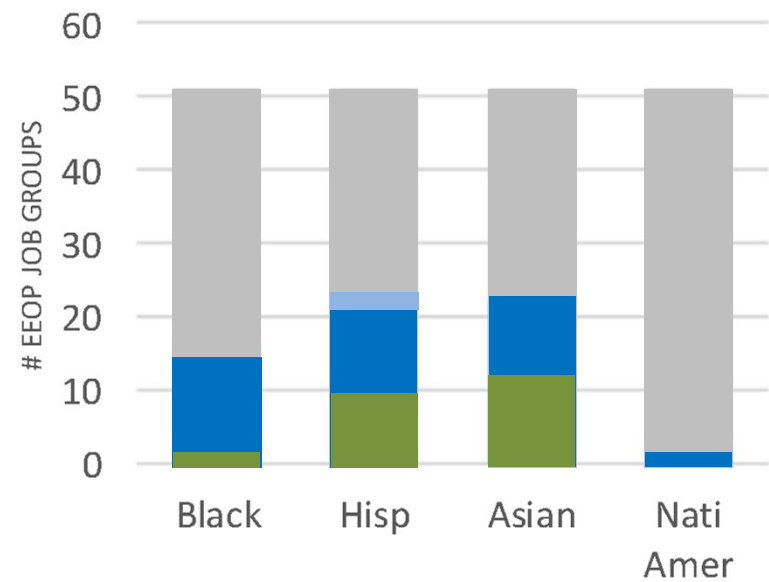
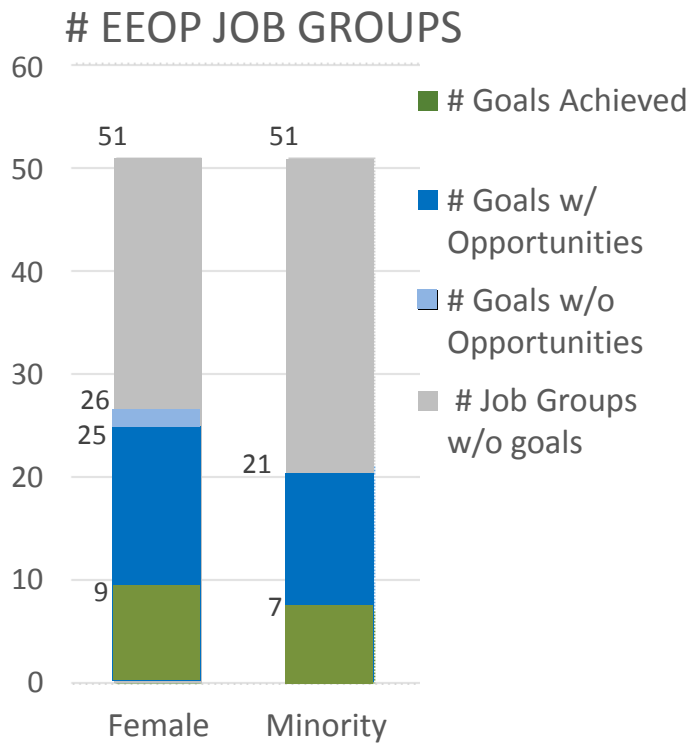
The Business Case for Diversity

- Attracting, engaging and developing talent
- Better, more innovative, business outcomes and decisions amongst teams
- Meeting the needs of our region's diverse customers and communities
- Receipt of Federal Grants

D&I Strategy Framework



D&I Chief and Director Metric



Objective: To drive a diverse applicant pool to PAPDrecruit.com to join the Police Recruit Network

- Engaged the PA and PAPD Employee Resource Groups
- Advertised in local print outlets with large minority readership
- Attended major diversity and military career events
- Leveraged social media such as Facebook, Instagram, LinkedIn and Twitter to target a diverse group of applicants
- Emailed over 17,000 people in our Police Recruitment Network inviting them to apply to take the written exam

Diversity & Inclusion Objectives

1. Establish visible senior leadership support and accountability for Diversity & Inclusion
2. Embed Diversity & Inclusion into talent and business processes
3. Develop and recognize inclusion skills with people managers and high potentials
4. Elevate ERGs as contributors to PA business