



Arkansas Department of Finance and Administration

Diversity & Inclusion

Volume 1



WELCOME

The definition of diversity goes far beyond the traditional categories of race, gender, and ethnicity. It extends to personal qualities that cannot always be measured. Diversity is part of who we are, and DFA is formally committed to embracing diversity, equity, and inclusion in order to best serve our employees.

DFA ESTABLISHES DIVERSITY AND INCLUSION LEADERSHIP TEAM

The Department of Finance and Administration recognizes that an efficient and effective government agency requires the

CONTINUED ON PG. 2



D&I CONTENT ADDED TO DFA HR SITE

The DFA HR website has been updated to include an entire section dedicated to Diversity and Inclusion. See highlights below

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INTERNSHIP

DFA launched its internship program mid-October and extended its first internships to two students of Philander Smith

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DIVERSITY &

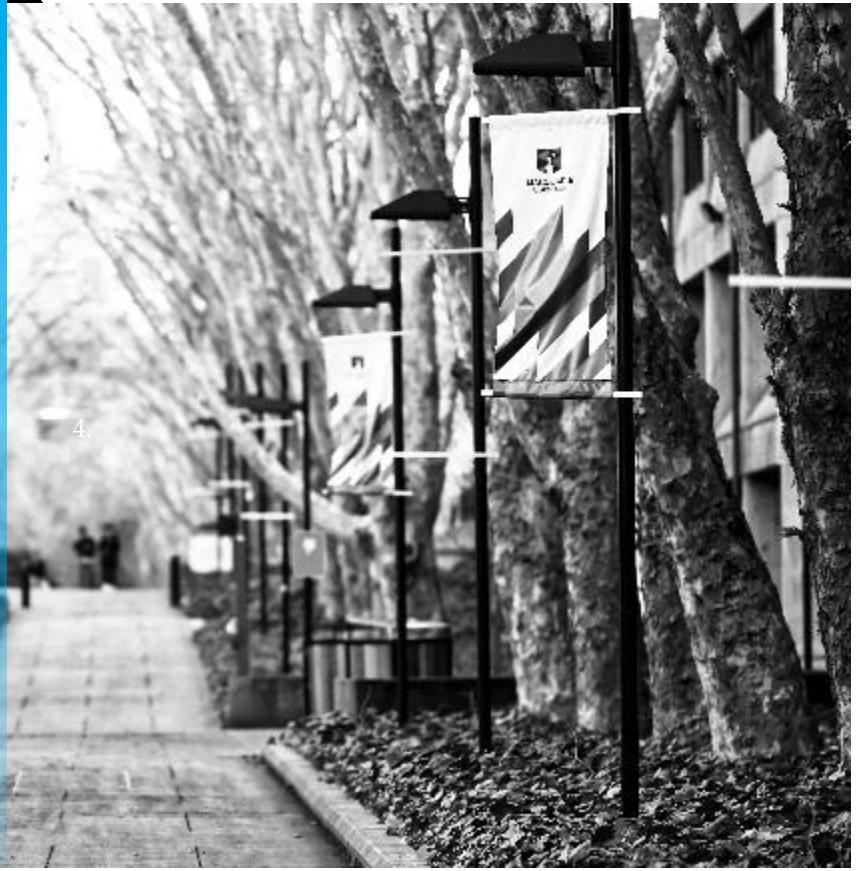
INCLUSION CONT.

talents, skills, and abilities of a workforce that is as diverse as the population of citizens it serves. DFA is committed to building a diverse and inclusive workplace where the individual differences, experiences and perspectives of all people are respected, valued, and appreciated. The Diversity and Inclusion Leadership Team is responsible for the implementation of inclusive and equitable practices that aid in the recruitment, development, and retention of diverse individuals. Members of this team include Janis Bartlett, Jake Bleed, Courtney Brown, Edith Crowell, Tamika Heard, Autumn Hemphill, Christopher Henry, Karen Hultqvist, Tiffany Moorer, Deanna Munds-Smith, and Amy Valentine. DFA employees can look forward to new programs and resources that celebrate uniqueness.



“...People will forget what you said,
people will forget what you did, but people
will never forget how you made them feel.
– Maya Angelou

Let's strive everyday to make every DFA
employee feel that they belong and are
accepted for the differences that make them
unique.



DFA HR

Diversity & Inclusion

- Diversity Dictionary – If you are unsure about a word related to diversity, check out this section.
- Holiday Calendar – Be sure that your next big meeting is not scheduled on a major holiday!



Help us keep these resources updated by emailing content suggestions to courtney.brown@dfa.arkansas.com



- Recruitment – Looking to integrate more diverse candidates into your office, but struggling to find resources in your area? See if this section has what you are looking for.

Internship

College in Little Rock, AR. This program gives students an opportunity to experience meaningful work in their area of interest, define their career goals, develop new skills, and build relationships within a culturally accepting environment. D'Marco Griffin (below) and Mya Hunter (right) are pictured on their first day of employment at the Office of Child Support Enforcement. DFA will continue to partner with local Historically Black Colleges and Universities as well as other organizations to extend these opportunities to diverse candidates. Visit the DFA HR Home Page at <https://www.dfa.arkansas.gov/human-resources> and click on Careers for more information about this program and other employment opportunities.

