

The NOVA
WORK  **Force**
NETWORK

September 27, 2022 | 2:00 PM - 3:00 PM

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CHAMBER
FOUNDATION



Today's Agenda

- Welcome!
- Overview
- Monthly Meetings – Fourth Tuesday of every month
- Workforce Trends Update
- Today's Featured Speaker:
Elizabeth Hughes
Community Foundation for Northern Virginia
- Upcoming Events
- Networking Breakout Rooms



Thank you to our Sponsors



Goals & Intentions

Create an inclusive and collaborative community of workforce professionals and others interested in workforce innovation across the region

- Inventory existing workforce solutions, initiatives, organizations
- Create an asset map
- Gap analysis
- Facilitate partnerships and collaboration between and among workforce development entities
- Collaborate to increase efficiencies and innovation



Webpage and Form

<https://novachamber.org/northern-virginia-workforce-network/>



The Northern Virginia Workforce Network is an inclusive and collaborative community of workforce professionals and others interested in workforce innovation across the region.

The Workforce Network meets on the fourth Tuesday of each month. Click [here](#) to register.

Thank you to our generous sponsors:



Monthly Meeting

4th Tuesday of the month from 2:00 pm – 3:00 pm

Next Meeting:

Featured Speaker:

Kate Bates, Arlington Chamber of Commerce

October 25, 2022

2:00 – 3:00 pm



Workforce Trends Update

Mike Batt

Director, Talent Initiative

Fairfax County Economic Development Authority

The logo for Northern Virginia. It features the word "Northern" in a teal, sans-serif font. Below it, the word "Virginia" is in a large, bold, black, sans-serif font.

INNOVATION LIVES HERE

WorkinNorthernVirginia.com

Powered by Fairfax Economic Development Authority

August Northern Virginia Jobs Report

Summary

Total Job Posts	Occupations	Locations	Employers	Certifications	Hard Skills	Job Titles	Education Levels	Job Types
125,240	780	5,432	15,411	837	2,265	70,970	6	9

Openings by Occupations

Occupations		Active Job Ads
SOC	Occupation	
11-3021.00	Computer and Information Systems Managers	7,782
15-1252.00	Software Developers	6,515
15-1244.00	Network and Computer Systems Administrators	5,340
15-1299.08	Computer Systems Engineers/Architects	3,315
15-1232.00	Computer User Support Specialists	3,277
41-2031.00	Retail Salespersons	3,239
13-1111.00	Management Analysts	3,188
41-1011.00	First-Line Supervisors of Retail Sales Workers	3,125
29-1141.00	Registered Nurses	2,766
15-1212.00	Information Security Analysts	2,737

Openings by Certifications

Certifications		Active Job Ads
Certificate Name		
Secret Clearance		6,466
Driver's License		2,423
Certified Information Systems Security Professional (CISSP)		1,552
Registered Nurse (RN)		1,539
Basic Life Support (BLS)		1,432
Project Management Professional (PMP)		1,406
Certification in Cardiopulmonary Resuscitation (CPR)		1,329
Cisco Certified Network Associate (CCNA)		899
Certified Public Accountant (CPA)		810
CompTIA Security+ CE (Continuing Education) Certification		735



Today's Featured Speaker

Elizabeth Hughes

Community Foundation for Northern Virginia

Senior Director of Insight Region®





championing diversity
IN NORTHERN VIRGINIA'S LEADERSHIP

Elizabeth Hughes
Senior Director of Insight Region®
Community Foundation for Northern Virginia





insight>
>region™
the center for
community research

- Launched in Fall 2020
- Growing hub for well-researched, actionable analysis to help Northern Virginia better understand its greatest opportunities and challenges:
 - Housing Affordability (January 2021)
 - Economic Mobility of Children (May 2021)
 - Opportunity for Minority-Owned Businesses (June 2021)
 - Early Childhood Education (October 2021)
 - Mental Health (March 2022)





The Call to Action

In early 2022, the Community Foundation partnered with the Chamber on a special initiative to help regional businesses better understand the state of diversity, equity, and inclusion in Northern Virginia.

Specifically, we focused on the diversity of our leadership.

We wanted to know:

1. How demographically diverse are Northern Virginia's business leaders?
2. What does leadership diversity look like at a company level?
3. How are our employers using this information in their DEI work?



1. How demographically diverse are Northern Virginia's business leaders?

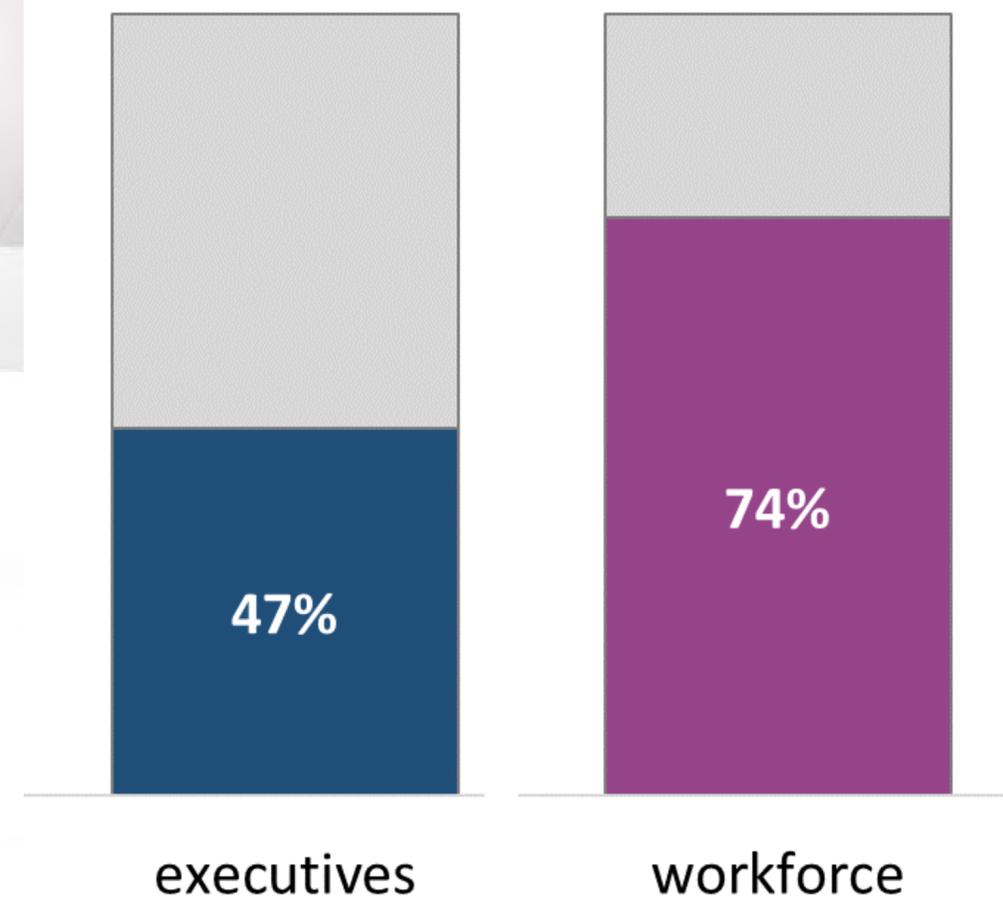


The gap between leadership and labor force

In 2016-2020, ~19,000 residents of Northern Virginia declared their occupation as “chief executive”...

and **fewer than half** identified as a woman and/or person of color...

despite this population comprising three-quarters of our region’s workforce.



Large discrepancies across race and gender

Specifically,

- **28%** of executives identify as Black/Asian/Hispanic/a race or ethnicity other than White (*versus 52% of workers*)
- **29%** of executives identify as female (*versus 47% of workers*)
- **10%** of executives identify in both categories (*versus 10% of workers*)

race-ethnicity

- non-white
- white

laborforce

52%

48%

executives

28%

72%

gender

- female
- male

laborforce

47%

53%

executives

29%

71%

intersectionality

- women of color
- men of color
- white women
- white men

laborforce

24%

27%

22%

26%

executives

10%

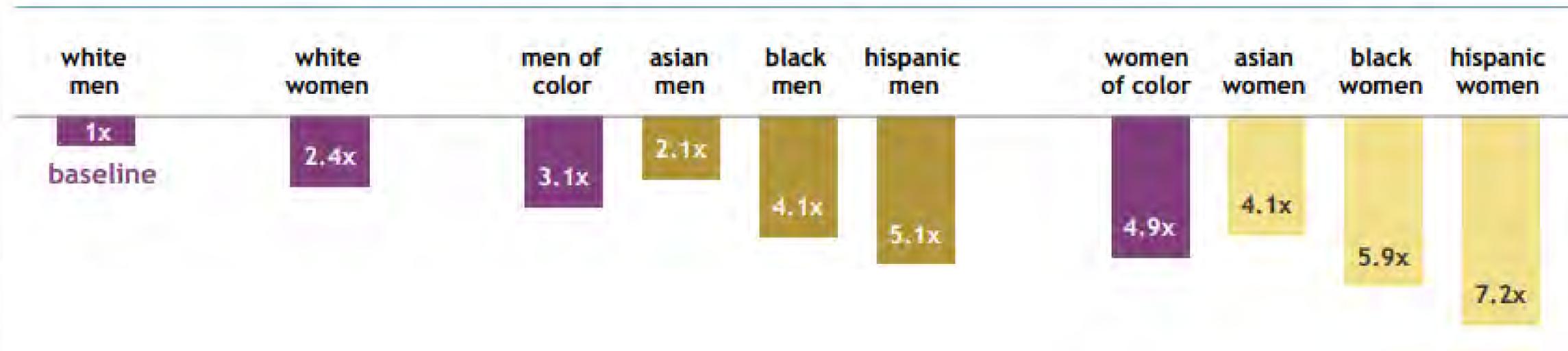
18%

19%

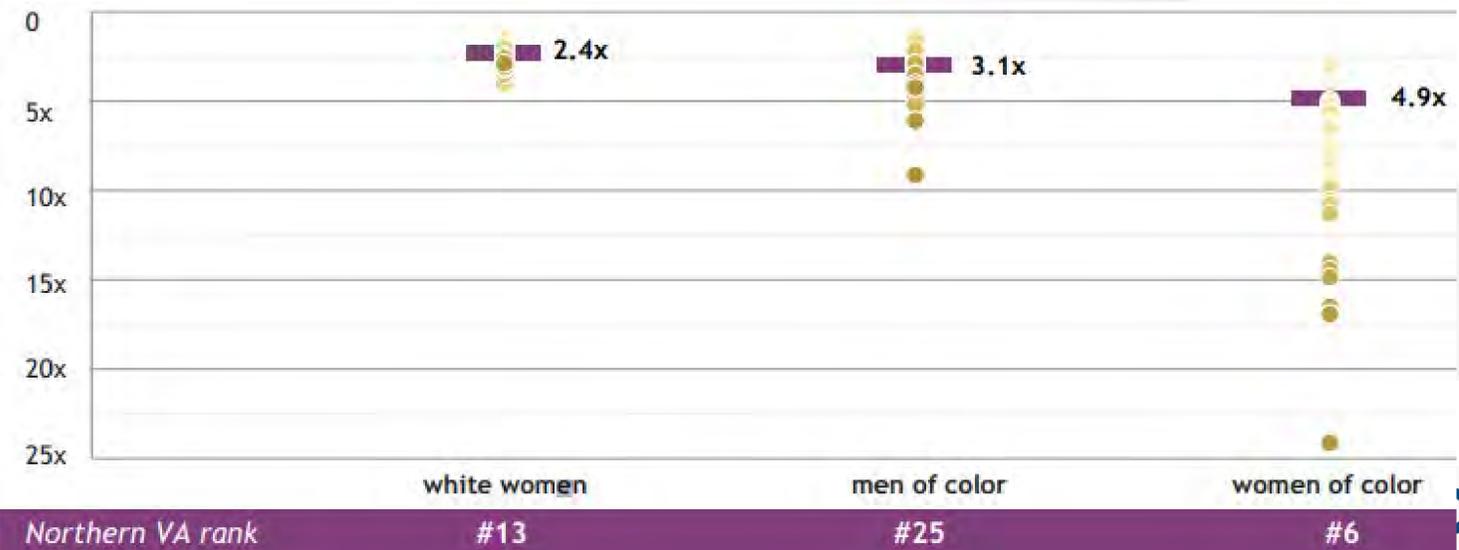
53%

Quantifying the discrepancies: Relative Rate Index

Using the Relative Rate Index (RRI), we calculated the odds that a given underrepresented population would be an executive in Northern Virginia, relatives to a white man.

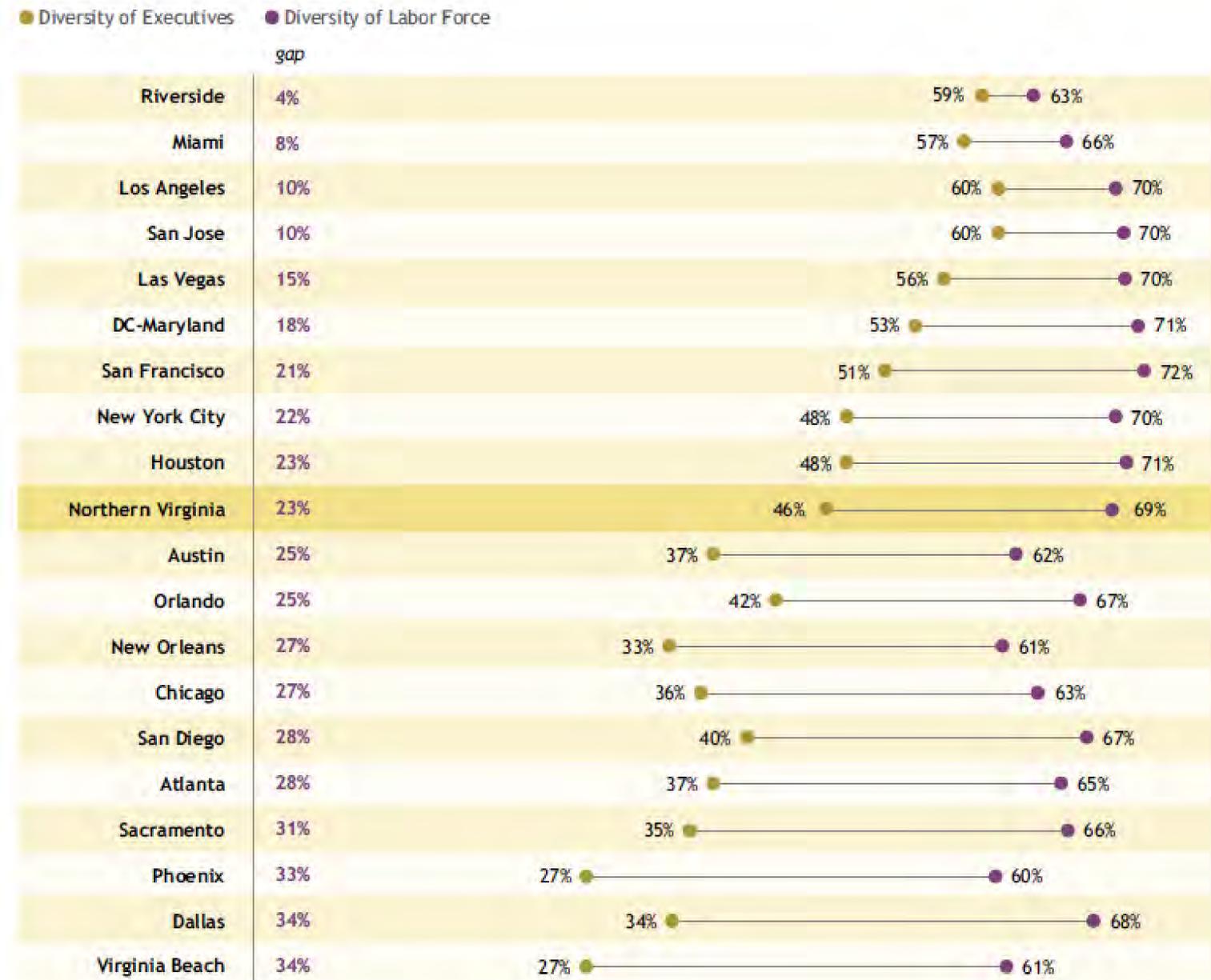


These disparities were actually *lower* than most other large metro areas, reflecting the scope of this problem across the country.



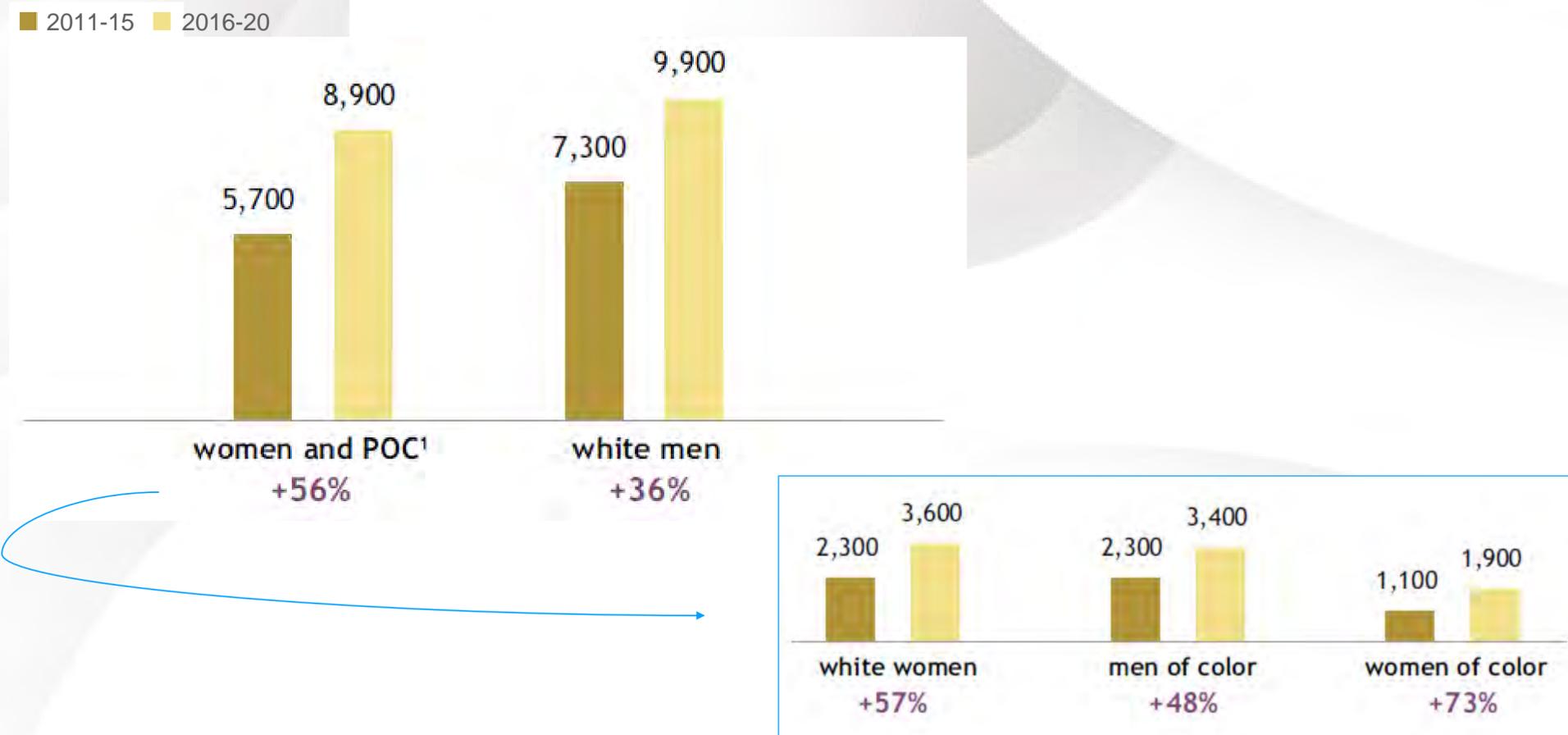
Quantifying the discrepancies: Diversity Index (Gini Simpson)

Similarly, the gap between the racial diversity of our executives and that of our workers is “average” compared to other large, diverse metros



Signs of Progress: Growing diversity in Northern Virginia's C-suite

The disparity appears to be **shrinking (slightly) over time**. Between 2011-15 and 2016-20, Northern Virginia added 6,000 more executives – with women and persons of color the fastest growing group.





2. What does leadership diversity look like at a company level?

Creating the Northern Virginia Champions for Accountability badging program



- Developed in early 2022 by Chamber Foundation and Insight Region staff with a task force of chief diversity officers
- Designed as a process for employers to confidentially reflect on the state of DEI in their company
- To become a Champion, employers submitted a brief application, with data on their staff, c-suite, and board
- The badge reflects a commitment to *continuous* growth and transparency: to collecting, analyzing, and acting on data related to the diversity of the c-suite and board

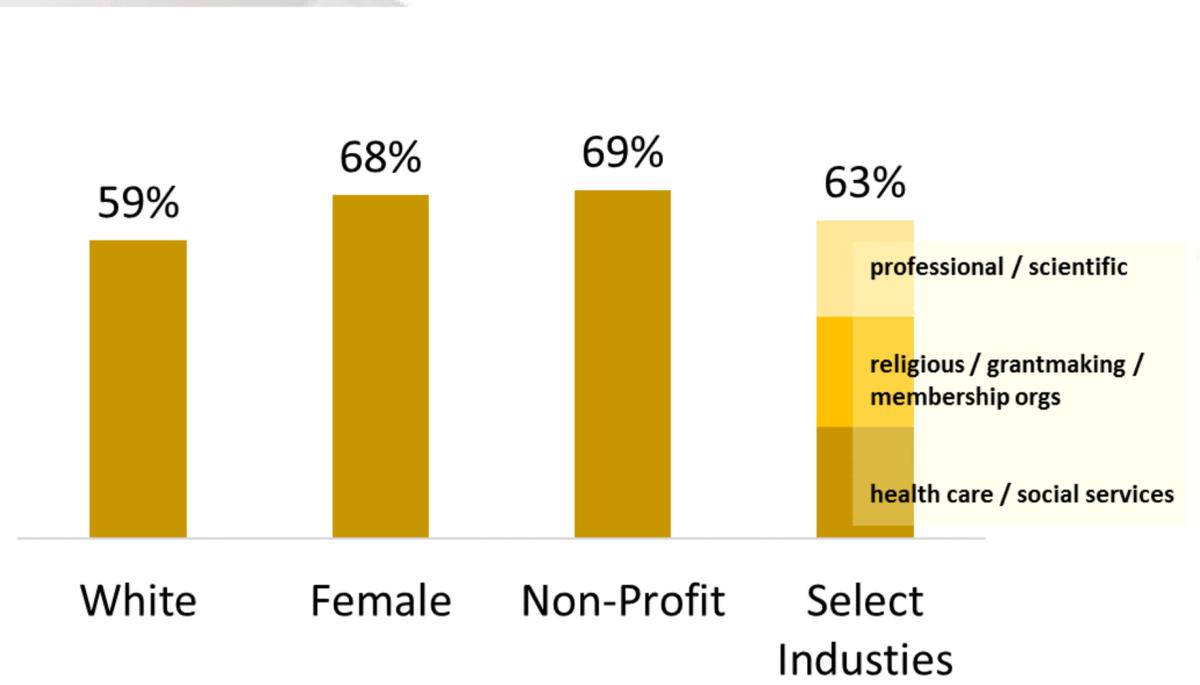


The 2022 Badge Recipients

53 employers in Northern Virginia

Their data provides a peek into company-level demographics, but do not necessarily represent the *typical* NOVA employer:

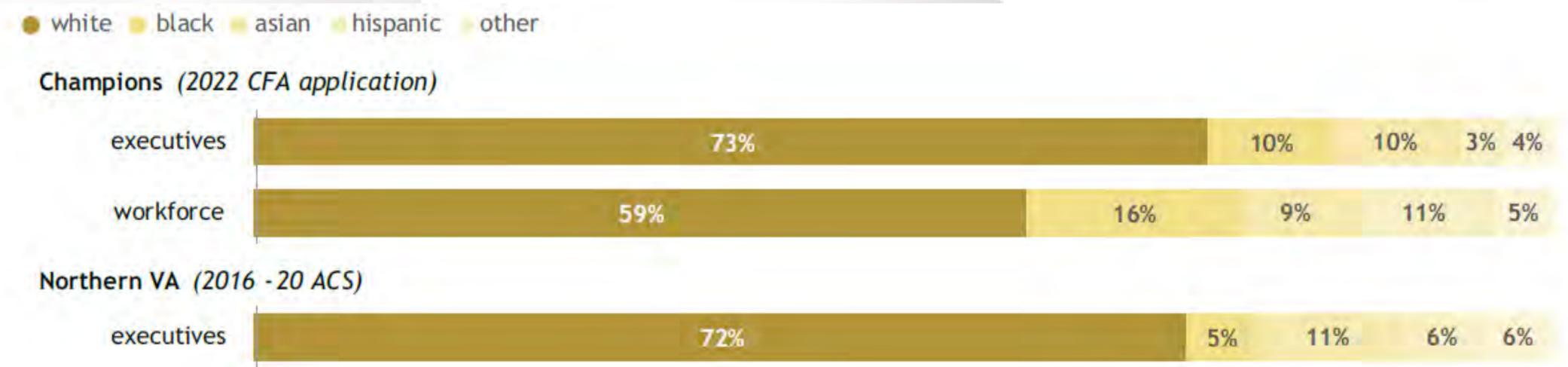
- **Demographics.** 59% of Champions' employees were white, and 68% were female
- **Sector.** 69% of Champions were from the non-profit sector; similarly, 63% were in the industries of health / social services (22%); religious / grantmaking / professional orgs (22%); or professional / scientific services (19%).



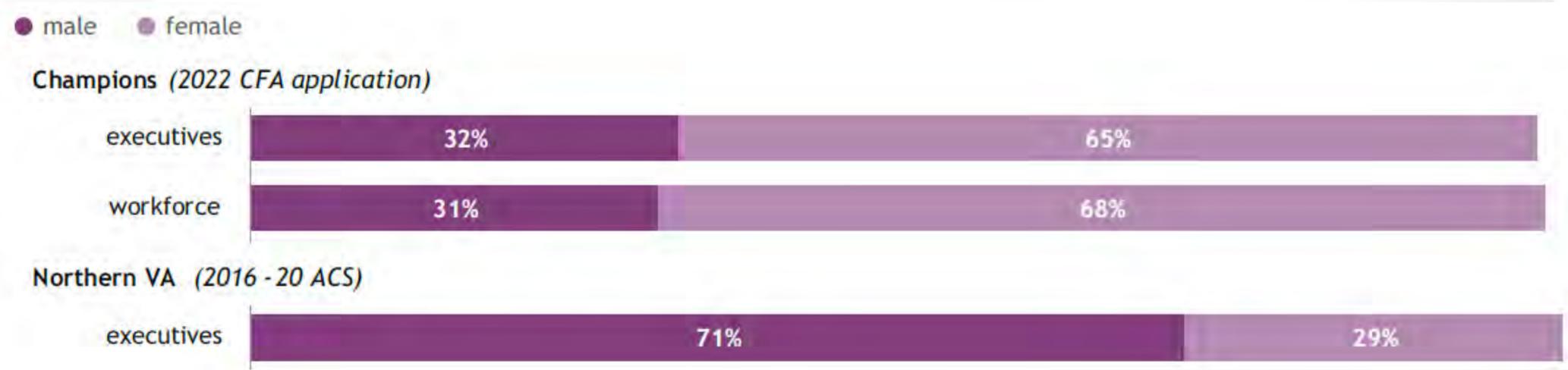


State of Diversity in the C-Suite

- Race-Ethnicity:** Champions' c-suites mirror the composition of Northern Virginia executives (73% white, v 72%), with under-representation among Hispanic executives (just 3% of Champions' executive team). Champions' executive teams have a whiter workforce than the rest of Northern Virginia, contributing to a slightly smaller discrepancy between leadership and staff.



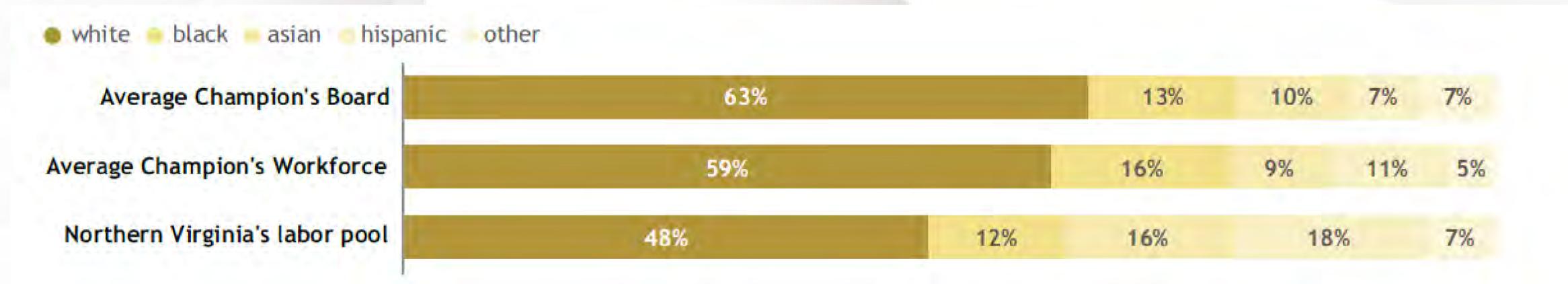
- Gender:** Two-thirds of Champions' staff and executive team are female. As we say in the report, the executive team reflects Champions' staff, but not the overall composition of Northern Virginia executives/workers.



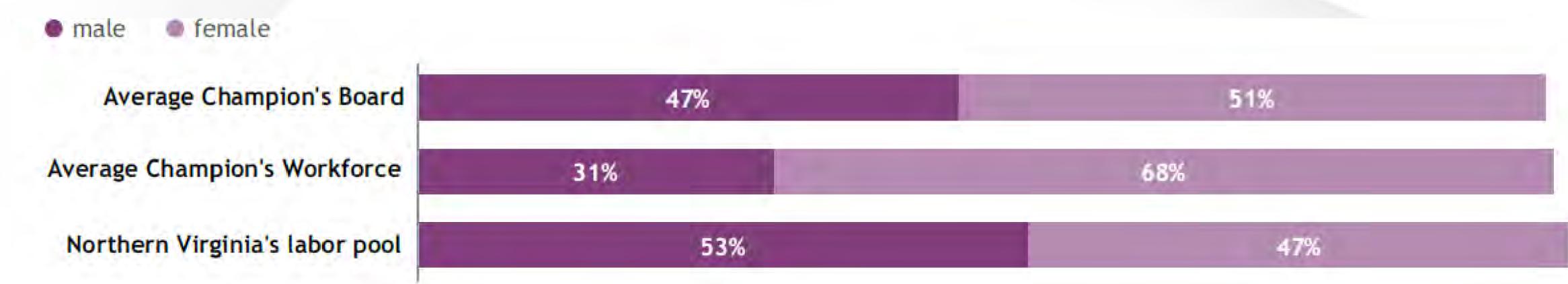


State of Diversity on the Board

- Race-Ethnicity:** Board demographics aligned closely with the composition of staff, with slight under-representation of Black and Hispanic members. Compared to the region’s overall workforce, Champions had far less diversity, with particular under-representation of Asian and Hispanic residents relative to their size of our workforce.



- Gender:** We see a Board that resembles the overall Northern Virginia workforce but is considerably more male than the staff at these companies.





3. How are our employers using this information in their DEI work?





Staff + C-Suite Diversification

- 61% of Champions reported actively working to diversify their C-suite and 74% are actively working to diversify their staff
- Champions noted **three** core strategies to pursue this work:



Champions tended to approach these strategies in one of two ways:

- (a) intentional **standardization**
- (b) intentional **targeting**



Staff + C-Suite Diversification

intentional **standardization**

“ we implemented...a rating scale [and] the same questions for each candidate to help eliminate bias”

2

Selection

intentional **targeting**

“ [we are making sure that] employees involved in staffing have specific questions and processes to identify diverse candidates”





Board Diversification

- 72% of Champions reported actively working to diversify their board
- Their strategies for accomplishing this varied, but our report highlights **three**:
 - **Developing a more nuanced view of diversity**

Champions had a more inclusive approach to board diversity, noting a range of factors beyond gender and race/ethnicity such as age, experience, justice involvement, religion, and SES that help to create “continuity and fresh perspective” and reflect “the communities we serve.”
 - **Creating opportunities to serve on the board**

Another Champion described their efforts to dedicate a certain number of board appointments to community residents, “selected through a competitive process that solicited nominations and applications throughout our portfolio.”
 - **Focusing the current board on DEI**

Building a culture of DEI is not just the province of staff development—it is an important aspect of board relations. One Champion described “working with our current board to understand and reshape aspects of culture and policy to create an environment that fosters belonging.”



The 2022 Badge Recipients

AHC Inc.
Alexandria Tutoring Consortium, Inc.
Arts on the Horizon
Blake Willson Group
CareFirst BlueCross BlueShield
Carpenter's Shelter
Cigna
CLA
Communities In Schools of NOVA, Inc.
Community Foundation for Northern Virginia
Community Lodgings
Cooley Reston Office
Criterion Systems Inc.
Dewberry Inc
Dominion Energy
Evans Consulting
Fairfax Court Appointed Special Advocates
Girls on the Run of Northern Virginia
Healwell
Human Capital Strategic Consulting
Human Resource Certification Institute, Inc.
Insight Memory Care Center
IntelliDyne, LLC
Just Neighbors Ministry
Langley Residential Support Services
Leadership Prince William

Loudoun Free Clinic
Loudoun Literacy Council
ManTech
MITRE
Music to Free
ND Point Strategies
Northern Virginia Chamber of Commerce
Northern Virginia Community College
NOVA ScriptsCentral
OAR Nova
OAR of Arlington, Alexandria, and Falls Church
Our Minds Matter
Peraton
Real Food for Kids
Ronald McDonald House Charities of Greater Washington DC
Saint Gabriel's Episcopal Church
Senior Services of Alexandria
The Arc of Loudoun
The Arc of Northern Virginia
The Compass Group, Inc.
The Sequoia Project
The Women's Center
Trimner Beckham
Wesley Housing
Western Fairfax Christian Ministries
Willing Warriors





Next Steps: The Pledge

Champions commit to the following actions:

1. Provide a voluntary, safe way for staff, senior leadership, and board members to provide self-identified demographic and share findings regularly with staff
2. Regularly review and update position descriptions / requirements to widen the pool of potentially qualified candidates (skills-based hiring)
3. Identify and recruit from candidate pools that represent a more diverse cross-section of talent
4. Develop clear, attainable pathways for staff to move into management and leadership positions

View the full report @ [cfnova.org/Link Here](https://cfnova.org/Link-Here)

You Might Also Like

Recurring Monthly Meetings: 1st Tuesday of the Month 2:00 – 3:00 pm

Next Meeting:

Tuesday, October 4, 2:00 - 3:00 pm

Breakout Rooms

Suggested conversation starter:

- Introduce yourself
- Are you employer-centric or worker-centric?
- What do you see as our region's biggest challenge in workforce

If you'd like to switch rooms there should be tools at the bottom of your screen to choose a different room (or you can go back to the main room and Homaira can help you.)



Thank you

Jennifer Williamson
jwilliamson@novachamber.org

