



## Mission Statement & Core Values

Our mission is to cultivate a workplace where people feel inspired, supported, and empowered — enabling every employee to contribute their best and advance the mission of our organization. We embrace a set of core values to guide our efforts in building a workplace environment and culture where all employees feel safe bringing their authentic selves to work.



## Who We Are

The Division of People & Culture is the strategic center of our workforce experience and engagement. We foster an inclusive, high-performing culture where every employee feels valued, supported, and equipped to thrive. As trusted partners across the Department of Human Resources, we blend people-centered expertise with data-driven insights to ensure our workforce remains our greatest strength.



## What We Do

We create and implement people-centered strategies that enrich the employee experience, drive organizational excellence, and build a culture where everyone feels included and empowered. Our work includes but is not limited to:

- Culture development and engagement initiatives
- Workforce planning and organizational effectiveness
- Leadership development and capability building
- Change management and communication support
- Employee experience, employee recognition, and continuous improvement
- Use of workforce data, dashboards, and predictive analytics to inform culture initiatives, measure impact, and guide evidence-based decision-making



## How We Collaborate Across DHR

We operate as a strategic, collaborative partner across all HR divisions. We curate, review, assess, and advise our colleagues on organizational practices to ensure alignment with principles of fairness, access and opportunity in the workplace. We are responsive to the Office of the Secretary by aligning our strategies with department-wide priorities, providing timely insights, and supporting coordinated decision-making that advances the mission and vision of DHR.

- **Classification, Compensation & Talent Acquisition:** We partner to ensure recruitment messaging reflects our values to attract diverse, high-quality talent, guided by labor market intelligence and workforce analytics.
- **Talent Management:** We partner to align leadership development, performance management, and succession planning with culture-building strategies, supported by data that highlights workforce strengths and opportunities.
- **Employee & Labor Relations:** We collaborate to promote a respectful, equitable workplace by supporting proactive engagement, conflict resolution, and employee-centered policy development grounded in real-time workforce insights.
- **Training & HR Solutions:** We partner to support learning pathways, training programs, and professional development resources, including the DLC courses, that build skills, strengthen culture, and support continuous growth.
- **Office of Women's Advancement and Advocacy:** We partner to support equitable workplace practices, advance gender equity initiatives, partnerships, and integrate advocacy-driven insights into culture strategies that uplift and empower women across the workforce.

We also work to track emerging legislation and policy changes, assess their potential impact on the workforce, and support timely, coordinated responses that keep our organization aligned and compliant.