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| **EEO-4 STRATEGIC PLAN BARRIER ANALYSIS AND PLAN 2019** |
| **Barrier Description** | **Workforce Utilization Strategy:** | **Outcomes** |
| **Barrier Description** for a Protected Group and/or Job Category | Diversity Goal: Recruiting from a diverse qualified workforce. | Inclusion Goal: Cultivation of inclusion through training, retention, and promotion. | Sustainability GOAL: Development of workplace accountability measures for success.  | **Expected Outcomes**: | **Progress:** |
| 1.  | Apply one goal from above to improve the barrier:  |  |  |
| 2.  | Apply one goal from above to improve the barrier: |  |  |
| 3.  | Apply one goal from above to improve the barrier: |  |  |
| 4.  | Apply one goal from above to improve the barrier: |  |  |
| 5.  | Apply one goal from above to improve the barrier: |  |  |
| 6.  | Apply one goal from above to improve the barrier: |  |