



Equity and Diversity Commission

February 10, 2022

*Presented by the City Manager's Office and
Dr. Robin Stacia of the Virginia Risk Sharing Association Inclusion Residency Program*

What do we want to accomplish?

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Establish an Equity and Diversity Commission that is represented by a broad cross section of the community

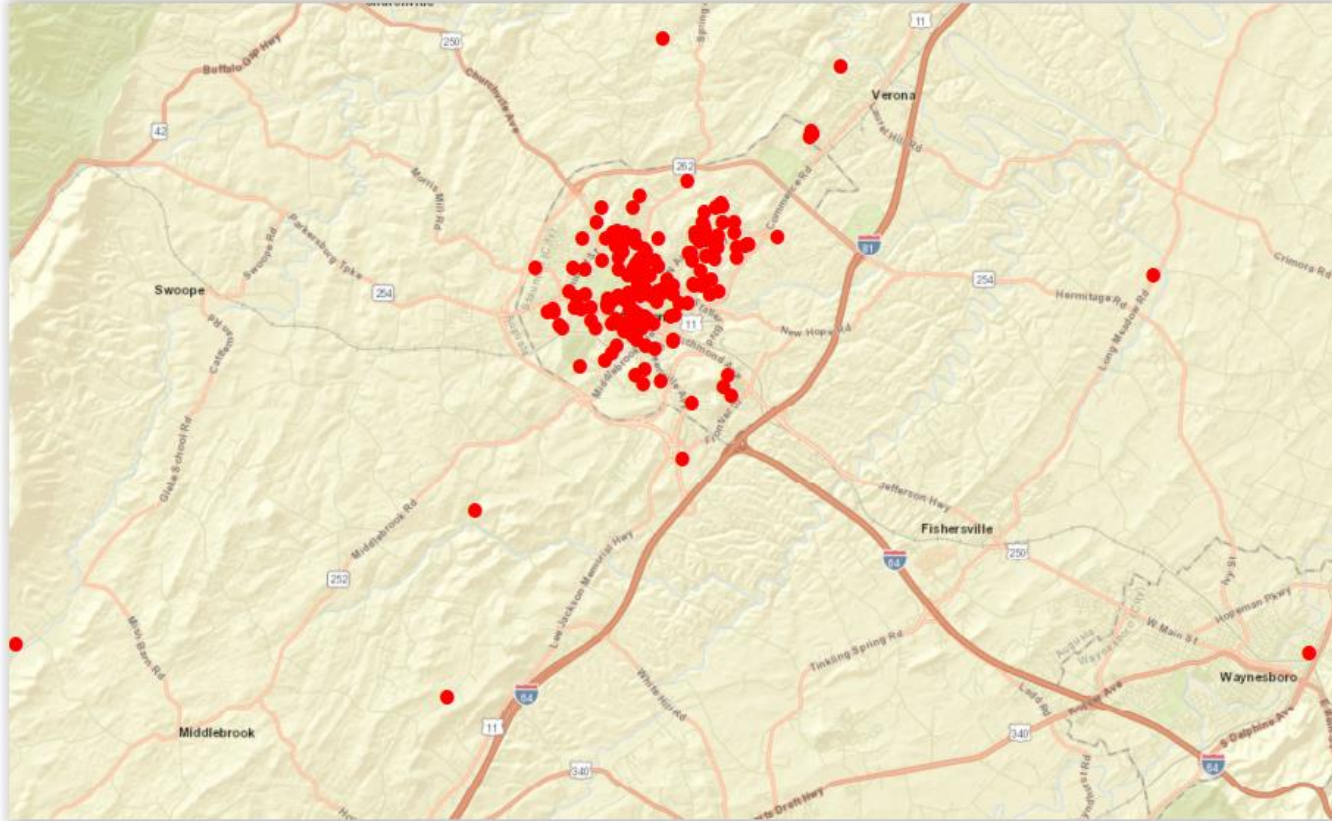
- Survey results
- Virginia Risk Sharing Association Grant
- Draft resolution decision points
- Future needs of the Commission



Equity and Diversity Survey Quick Facts

- October 6 – December 31, 2021
- **195** responses – **174** online; **21** paper
- 92.3% - Support for the Commission
- **Framed the staff recommendations before you tonight**

Equity and Diversity Survey Quick Facts



95% of
respondents
reported they
live within
city limits



Top Experience and Representation

Diverse
Representation
Across Many
Areas

**Experience with &
Knowledge of
Diversity/Equity**

Direct Experience with
Marginalized Communities

Member of
Marginalized
Community

Service
Experience/
Community

Lives in **Work** Varied and Diverse

Advocate Staunton/Knows
City

Experience/Perspective

College
Diploma/Educated

Top Behavioral Traits

**Collaborative/
Team Oriented**

**Understands
systemic
racism**

**Unafraid of Difficult
Conversations**

*Open
Minded/Willingness*

to Learn

**Commitment to
Improve Equity &
Make a Priority**

**Active
Listener**

**Effective
Communicator**

**COMMITMENT TO
STAUNTON**

Top Focus Areas

“What are the top five focus areas on which the commission should focus its efforts?”

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1. Diverse City Workforce/Equity in Job Growth and Hiring
2. Equity in Education
3. Affordable Housing
4. Inclusive Community Engagement

5. Opportunities for all to Improve
6. Accessibility/Services for Disabled Individuals
7. Create City Equity Committee
8. No Middle River Regional Jail Expansion

Top Focus Areas

“What are the top five focus areas on which the commission should focus its efforts?”

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- 9. More Diversity of Policy Makers/Boards & Commissions
- 10. Civilian Police Advisory Board
- 11. Equity for Low Income Neighborhoods
- 12. Diversity Training for City Leaders & Employees

- 13. Affordable Childcare and Pre-K
- 14. Mental Health & Community Health
- 15. Biases of City Service Delivery
- 16. Equitable Policing Practices and Training

Top Focus Areas

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17. West End Revitalization
18. Community Wide Diversity & Equity Education
19. Equitable Multimodal Transportation Options
20. Normalize Race & Equity Conversations
21. Outreach, Listen, Engage
22. Focus on Minority Owned & Underrepresented Business

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Virginia Risk Sharing Association Diversity & Inclusion Grant



Dr. Robin Hindsman Stacia

Virginia Risk Sharing Association
Inclusion Resident

www.sageconsultingnetwork.com

CEO/PRINCIPAL CONSULTANT

Sage Consulting Network, Inc.

CERTIFIED GOVERNANCE ASSOCIATE

BoardSource

CLINICAL PSYCHOLOGIST

HEALTHCARE PERFORMANCE EXECUTIVE (fmr.)

GREEN BELT

Lean Six Sigma Process Improvement

Diversity, Equity, Inclusion & Solutions

Certificate Candidate

UNC Kenan-Flagler Business School

The Entrepreneurship Center



Equity and Diversity Commission

VRSA Grant

Provides funding for the VRSA Inclusion Resident Consultant (Dr. Robin Stacia) to work directly with the City of Staunton to collaboratively develop the project plan, logic and process to establish the E & D Commission.

- ◆ Work directly with the City leadership
- ◆ Provide consulting expertise on diversity, equity and inclusion (tools, templates, research)
- ◆ To help develop the project plan for developing the Commission
- ◆ Create documents that will support the Commission's formation
- ◆ Provide training and coaching that will support the Commission's formation and establish a framework for success



Equity & Diversity Commission Work Plan

City-Council Alignment

- DEI Overview
- Collaborate purpose, criteria, and process

E & D Commission Selection

- Partner w/nominating committee-application process to ensure diversity and inclusion
- Supplemental questions

E & D Commission Launch

- Provide process to establish the Commission
- Create the Commission Charter
- Survey of Commission Members-understanding of DEI, interest, priorities for Staunton.
- Create materials for orientation of Commission
- Facilitate the orientation and training – DEI training, survey data, trends of interests and priorities
- Establish Commission structure-meeting frequency etc.
- Begin initial goals session

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Equity & Diversity Commission Resolution - Recommendations



Equity & Diversity Commission Resolution - Recommendations

- E1: At September 23 meeting, the number of members was discussed
 - Tourism Advisory Board – 12 members; Lewis Creek Watershed – 10 members; Rec. Advisory Commission – 9 members
 - Survey results state desire for representation across many areas including age/generation, geographic areas, economic, religion, persons with disabilities, youth, race/ethnicity, LGBTQIA, etc.
- E2: appoint members no later than **May 26, 2022**



Equity & Diversity Commission Resolution - Recommendations

- E4: The Commission will be supported by the City Manager, Assistant City Manager, or designee.
- E5: The Commission shall conduct at least one public hearing and additional community conversations throughout the City of Staunton



Equity & Diversity Commission Resolution - Recommendations

- E6: Proposed Equity and Diversity Strategic Plan for the Commission to pursue in the next 18 months
- E7: The Commission is expected to provide an update on their work to City Council by **December 2022** and submit a final report by **December 2023**
 - survey results demonstrate a lot of interest in this Commission with much work to be done, which requires time to do the work well

Needs of Commission in the Future

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- During the September 23 meeting, staff discussed budget needs of a Commission
- The grant filled that gap for now
- FY23 expect to see a recommendation on funding needs for the Commission once the grant expires