

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
A high school diploma	A racially diverse panel	To live in Staunton			To be active in all neighborhoods. When hiring employees make sure all city residents are aware of jobs that are available	Having a website
Expressed commitment to equality for ALL	Interest in opinions of ALL	Open-mindedness	Ability to make and stand behind bold decisions	Willingness to educate citizens on equality issues	Ensure a diverse workforce Require diversity training for all employees Tout Staunton's commitment to equity	Not aware of anything beyond a little training here and there
Not a radical	Objectivity	At least a high school education			Define equity and diversity first of all and then determine who feels marginalized and in what ways. Without more specificity I don't know how you can fix a problem that is not well defined. The resolution is vague.	What outcomes are we talking about? Specificity please.
Self awareness	Open mind	Ability to listen	Communication skills	Compassion	I don't know enough about what is already being done. Perhaps hold public meetings or send out newsletters sharing what is being done.	I'm not sure.
Non-white advocates	Resources for marginalized & under-served peeps	Dependable & organized	Intersectionality aware	Trauma informed	Collaborate with people of color in leadership in the SAW area. Create listening spaces with great facilitation on a regular basis such as monthly or quarterly meetings, to ensure marginalized voices are heard, respected and responded to. Collaborate with RISE in Waynesboro! They are amazing educators. Also, hire a professionally trained diversity and inclusion officer.	I'm honestly not sure other than creating this amazing committee! Thanks!
Member of under-served community	Member of under-served community	Member of under-served community	Member of under-served community	Member of under-served community	Hiring representative of population demographics - policies that value inclusion and allow for recourse	Nothing
Person of color.	Lived in the community for at least 10 years.	Professional, possibly creative	Wants to support artists and encourage arts	Encourages civil engagement		Not so much in my opinion, minus a couple of engaged civil servants on the board
Experience with low income populations	Experience with immigrant populations	Experience with homeless populations	Experience with racial equity work	Dedication to separation of church and state	Do more to encourage, ensure that there are POC on city council, school board, in other places of power and prominence. Encourage and uplift their voices. Work with local libraries for "Whole City Reads"-type programs to encourage reading about others' experiences with adversity, oppression, provide/find funding/opportunities to bridge the digital divide for citizens who lack access to reliable broadband	Hosting events with local diversity partners (Shenandoah LGBTQ Center/Pride Festival, African American Heritage Festival), changing names on prominent buildings/schools, designing and implementing murals that encourage togetherness and community
Awareness	Openness to new information	Roots/relationships w/the Staunton black community	Willingness to challenge the status quo	Ability to be diplomatic	Change elementary school boundaries to not reflect the 'color line'. Hire more people of color to higher level positions.	Not sure anything since the School Board renamed the high school.

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ability to listen to differing opinions	covid vaccinated	work experience			I believe the City of Staunton HR Department is currently doing a fine job of hiring, training and retaining employees. Please continue current practices	Posting job opportunities for all to see as opposed to preselecting or using a very short open posting period
Member of Staunton community lacking equity.	See qualification 1.	See qualification 1.	See qualification 1.	See qualification 1.	Solicit as much input from members of our community currently suffering from lack of equity.	While staff training is important we need more than that. Also the school district, while still needing improvement, seems to be farther along on this journey than the city at large.
able to listen	open mindedness	creativity	commitment to stick with it, follow through	curiosity, willing to read widely	Start with the current situation and work backwards to why...IE, maybe there's a higher percentage of black children in the public schools than in the community. Why is that? Is it a problem? Why don't all families in Staunton feel comfortable using public schools? Or how many minority owned businesses are there compared the population? Do they access to networking and capital?	The public library tries to have computer access, wifi access, help with free online classes, etc. Libraries are one of the few places left where all income groups mingle. And where you are not expected to buy anything. I'm sure the schools do a lot also but I don't have a child in the schools right now.
varied experience/perspective	strong ethics and honesty	analytical ability	courage to think outside the box	humility	Allocate a part of the budget for education and awareness	this survey for one.
intelligent	personally relate to diversity issues	cultural	empathetic	good communicator	Good listener	Housing and rental costs are not as high as they are in other communities so it is more affordable.
Ability to listen deeply and comprehensively	Result oriented focus	Responsive	Background working with DEI issues	Empathy	For city employees - Implicit bias and microaggression awareness training followed by statements of diversity from all departments, managers along with action plan to ameliorate short comings. For community - Collect data, and conduct public and small group listening sessions.	DEI committees at schools. Mission statements. Starting a DEI committee.

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Youth representation	Business leaders	Religious leaders	Social programs leaders	African American women leaders	More recruitment and inclusion of young community leaders in decision-making positions.	Don't know.
Is BIPOC, LGBTQIA and/or living with disability	Not concurrently on city council or school board	Lives in city of Staunton	Wants to improve equity in Staunton	Can commit time to working on equity commission	Apologize for using racist language at council meetings and stop doing that. Improve use of adaptive tech and become ADA compliant and exceed accessibility minimums. Strive to have more BIPOC hired in city government and schools. Remodel our policing system to focus on ensuring that vulnerable people receive support instead of being criminalized and having more barriers between them and a healthy happy life. Strive to arrest fewer people. Provide assistance for low income people. Reparations.	Not enough. The Building Bridges for the Greater Good is helping to educate people, but that is not city government and systems doing anything. In fact it seems that the current council has been trying to prevent advancement of equity initiatives. From postponing the formation of an equity and diversity commission, to proposing that they, a group of white people, should appoint the members of the commission, to fighting against making meetings accessible, to prioritizing pet project spending.
Native (attended/graduated Staunton schools)	Disabled	Female	Immigrant / Refugee	Jewish or Muslim	Invite local chapters of civic societies representing protected classes—such as VFW & Knights of Columbus—to a special commission/council sessions dedicated just to them and their input on a rotational basis.	Parades, festivals, commissions, resolutions, advertising, & investments
A record of civic/community engagement.	A collaborative, open mind in debates over issues.	Appreciation of a broad definition of diversity.	Knowledge of recruitment issues in city positions.		Task the Commission with prioritizing the identified impediments to equality and diversity.	I know the school system HR department has been participating in job fairs at colleges with a large number of students from different racial and social profiles. I am not aware of any recent, specific efforts by the city staff.
Cultural and racial competency	College level education	Having born and raised in the county	Great communication skills	A history of supporting diversity initiatives	Focus group meetings.	Nothing I'm aware of

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Honest desire to make an impact	Willingness to put time and effort into the work	Get training, read/ watch credible sources	Not afraid of ruffling feathers, change status quo	willingness to learn, change own ideas, perception	Model after localities making a tangible effort and having success moving with their intentional process-like Montgomery County MD. Be authentic in their desire to grow. Some of city council members have been defensive regarding this needed change. Hold public hearings. Get trained. Pass laws. Go into the community. They need a formal, intentional, positive process during which they examine their own perceptions. Support the commission fully and implement recommendations. Change! Listen!	Other than the commission, I am not aware of any thing concrete. There has been talk about housing, west end improvements.....but I don't see any progress. The mural 'you belong here' is nice, but words need action. I believe the effort to 'reform' public comments at council meetings, had it been successful, would have done the opposite of encouraging equitable outcomes in our community by silencing voices. Moving forward, I believe the Council can if it chooses, spark new and vigorous process.
Racial diversity	Gender diversity, including LGBTQ identity	Economic diversity	Religious diversity, including "non" or atheist	Educational diversity	Involve a diverse cross-section of the community in the decision-making processes.	Allowing public comments and keeping lines of communication open.
Analytical skills	Relevant life experience	Ability to work with others	Professional experience relevant to body's goals	Sense of humor	Require all managers at least at first and second levels to take individual diversity and equity training. Require all employees to attend at least one seminar to hear first person accounts of the lack of equity and diversity.	Not much that I know of.
Member of a marginalized group	Knowledge of municipal government operations	Knowledge of the city and its various neighborhood	Experience with community organizing	Absolutely non-partisan	Reflect equity and diversity on the city council and in all department heads.	I have no clue, but the latent corruption in the sheriff's department and the appearance of and actual intolerance on the city council's part don't do much for our image.

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Being willing to talk, listen, and learn	Awareness on how discrimination operates	Respect & support differences within our community	Critical thinking & action onSt diversity issues	Active participant & respectful team member	Staunton should make certain that all agencies, organizations, and administrations within the city have a clearly written, understood, and applied diversity and equity policy and guidelines on how it will be administered and enforced. Staunton needs to make diversity, equity, and inclusion evident in all marketing of the city and provide financial incentives and support for minority businesses. Diversity and inclusiveness should be a part of all hiring practices and policies.	Staunton City Schools formed an Equity Committee in the Fall of 2020 composed of 20 members that include citizens, parents, students, and staff. The focus is to address educational equity and bridging achievement and opportunity gaps.
Belief in the values of equity and diversity.	Good communications skills	An analytical mind	Confidence in science	Ability to work with others	Define what you mean by equity and diversity in demographic terms. Using the definitions describe and publish the current levels of equity and diversity	I am not aware of any concerted effort to equity and diversity other than renaming the high school.
Be a Staunton resident interested in serving	Diversity in race, gender, ethnicity and age	Time to commit to this Commission	Experience working on diversity and equity issues		The only place I witness diversity in action is the local YMCA. I suggest working with the Y to understand how the organization creates a welcoming and diverse organization. I also think Staunton needs to work with local businesses to create more welcoming environments for BIPOC people. Staunton needs to have feedback loops to address the racial divides in our community.	I'm not aware of anything being done at present.
					Staunton has done enough...and more...to create diversity ...both racially a and socially ...names have been changed...support for LGBT community...it's in our faces and we're tired of it!Now we are going to pay for another group we don't need!!!	Enough!!!!
Member of a marginalized community	Proven equity work in the community	Willingness to serve on the committee	Lives in Staunton	Doesn't work for the city or in city govt	Listen more to community members who are BIPOC, Disabled, Queer, and/or Poor. Elevate people from marginalized communities into positions of leadership on city staff, government, and boards/commissions.	I'd love to know.

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Be a unifier, not polarizing or divisive	Compassionate, common-humanity philosophy	Unequivocal commitment to freedom of speech	Empathy and respect	Healthy skepticism, evidence-based reasoning skill	School choice Conduct one-on-one interviews with citizens that are facing barriers to achieving greater prosperity. At the same time, think critically about what they have to say. Focus policies on evidence-based outcomes. Get out of the way. Trust people to manage their businesses and their properties without needing to get excessive licenses or permission from licensing boards, historical preservation commission, etc. Lower institutional barriers to entrepreneurship and redevelopment.	I don't know.
Empathy	Knowledge of Staunton racial history	Awareness of own biases	Value for diversity	See differences as assets	Consistently and persistently seek community input from ALL residents. Analyze crime and violence data to not any inequities.	This Commission. The Trolley/public transportation.
A capacity for intellectual reason	A capacity for open mindedness	A capacity for listening more than talking	A capacity for emotional maturity	A capacity to put unity over personal ideology	More BIPOC/differently abled/LGBTQ+/different religions/different ages in tourism ads/City website photos/brochures. For the City Council to uniformly declare that it cares about all Staunton citizens including all of those listed in the categories above. For the City Council to uniformly demonstrate that it cares about all Staunton citizens by listening more and being less dismissive of citizens unlike themselves. Council stop doing for the rich that they wouldn't do for the poor.	I assume that we're an equal opportunity employer and that we make good on it.

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A degree in a STEM field, to collect real data.	Commission should reflect community	racial/gender/economic makeup.	Prior civic involvement	At least 10 years residency in Staunton	This is a terrible market survey question. Much too broad and "loaded". I believe establishing this commission is a step in the right direction. While you may get some ideas, by making this an opt in survey you will get some very biased, and probably useless information.	One would have to know a lot about the city's workings to answer this question. I do not.
Collaboration	Organization	Knowledge of Equity and Inclusion	Open minded	Flexibility	Implement community events to varying cultural groups regularly.	Nothing
A legal resident of Staunton for five-plus years.	Unaffiliated with a political party as an officer.	All wards in the city are represented .	A range of professions are represented.	Diversity of backgrounds, race, religion, gender.	To treat all areas in the city as equal partners in making our hometown an even better place to live, work, and play. To encourage and somehow reward those who advance equal opportunity for all. To embrace and celebrate the contributions that African Americans (especially) and all groups have made to Staunton. To eliminate the hate that is bubbling all around us with such bogus issues as critical race theory, which is NOT being taught in our schools.	Not much. Given the dramatic and off-putting change in the composition of City Council, in which political affiliation is now all too often apparent in the tone, attitudes, civility, and negativity of too many Council members, abandon politics and work to solve issues affecting us all and not those who are aligned with political parties. Unite not divide.
Knowledge of the US Constitution	Ethical approach to issues				Treat people equally, without regard to race, class, gender.	Treatment of citizens equally is what should be achieved, without regard to race. Equity of outcomes is discriminatory.
Having people of color included	Having females and LGBT included	Workplace experience	College level encouraged		Have job fairs for city positions that encourage diversity	
Diversity of experiences	Identities that are marginalized/oppressed	Good listeners	Honesty	Transparent	I think this question needs more context; encourage more equity and diversity in city government? In agencies? In the population? In services? If this question is unclear, it makes me wonder if the goals and intentions of this commission and work are likewise unclear.	I am not familiar enough with Staunton's efforts to comment.
# of West End residents based on city population %	Racial background equivalent/+ to City's racial %	Gender breakdown equivalent/+ to City population	Expresses support of Staunton racial/social goals	Expresses support of City diversity goals	Establish and advertise informal pop up diversity forums in different Staunton neighborhoods to get the conversation flowing and obtain novel ideas/ perspectives of the residents	Some City Council members have individually attended various diverse festivals to support and gain resident perspectives on the various issues

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Knowledge of Staunton's history of all races	Does not hold or possess bias for any race	Experience collaborating w/ diverse organizations	Work with small and large groups to effect change	Strong interpersonal skills	In an attempt to promote equality of races, gender, sexual identity, etc, Staunton has promoted an environment where it is acceptable to call people names such as idiots, racists, bigots, white privilege, and other names that promote inequality. Those with other opinions, Christians for example, are belittled and are left behind because their beliefs do not match with what is supposed to be the only way to think. We need to encourage all people, ALL people, to be involved and accepted.	Staunton is promoting an acceptance of peoples who have historically been discriminated against and abused emotionally and physically.
open-mindedness	time to spend on the project	knowledge of the difficulties people have faced.th			this committee is a good start	don't know
Experience, personally or professionally, with EDI	Training in EDI (Inclusion should also be here)	Endorsement from NAACP &/or ACLU	Experience with many special populations	Ability to converse respectfully with many groups	Seek input from impacted community members, set up an incident reporting program for racial or other discrimination. Empower citizens to respond through offering training (bystander intervention). Look at data: housing, education, access, environment and set up objective scores so lower performing areas can have the tools to improve. Partner across divisions. Create opportunities. Reassess existing systems. https://govlaunch.com/stories/6-ways-cities-can-promote-diversity-inclusion-and-equity	I really appreciated the school divisions preparation for one-to-one technology and hotspots.
integrity	openness	cooperation	trust	optimism	City should offer projects where people of different backgrounds/races/experiences can work together and get to know one another.	City schools are hiring a more diverse staff.
Open mindedness	Experience w diverse persons				Hire persons of color as police	Creating this survey
Excellent character and integrity, Faith-Filled	No preconceived notions of human beings	Non argumentative personality, possessing Wisdom	Bee part of a fairly divided mix of candidates	Do unto others as you would have them do unto you!	Social get-togethers should be regular in the community. breaking bread together has been very helpful.	Hopefully, both sides of the issues are coming together calmly and rationally, otherwise it is a big waste of time.

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Not be another white guy	Hire from outside our regional community	worked in at-risk/underserved communities	Have experience in DEI outreach and advocacy	At least have some fluency in Spanish and ASL	Invest in recruiting/hiring more people from minority, under represented communities to fill upper level and key staff positions when openings come up so the city employee force has more diverse representation and input when making decisions for the city. Also, don't think the city doesn't have shortcomings with DEI and just acknowledge it does and work towards changing that no matter how many dead ends you run into or how much more work it feels it takes to do so. Hire a DEI consulting firm.	I don't know? Which is probably not a good sign that it's doing enough. Area non-profit's defiantly do more than the city does. The city should work towards being the leaders of DEI in our city where residents know it and can be proud of that effort.
in depth knowledge/experience w equity & diversity	life experience intersecting diversity	knowledge of policy, and education strategies	communication and administration/delegation skills	knowledge of Staunton and region	Create a safe community for all citizens. Educate our citizens and government about E&D, increase opportunities and support for diverse citizens, create a land acknowledgement, support safety for children and students in schools, including the acknowledgement and naming of the spectrum of difference including allowing people to self-name, self identify. Prioritize and incentivize the hiring of diverse people and businesses.	there are citizens here who work toward consciousness about, respect for and support of diverse people and their successes. How are you defining and tracking outcomes?
A member of a disadvantaged group	A member of a minority group	Lived experiences that provide perspective	Humility	An educational background in history & justice	Have City Council members mentor one member of an under-represented group during their term, with the goal of bringing more minority voices to seats of power and influence in the city. More forums for people from different classes and races to meet on a professional basis. More reach-out from city leaders to local young people in high school and college to get them engaged in civic life-- have city council members visit Staunton High School each year and take questions.	I liked hearing that the council was against expanding the jail. This is the type of forward-thinking I support.
Diversity in race in members	Diversity in life experiences	Diversity in ages	Curious about goals of commission	High level of openness and communication skills	Study and provide solutions for the inequities in loans for homes, seek out and provide effective strategies to confront racial slurs and intimidation of our black, brown and LGBTQ neighbors. .	

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Person of Color	LGBTQ Person	Brave	Tenacious	Interested in policy change when needed.	Hiring, electing, appointing people of color and LGBTQ people into governance positions and roles.	Starting this commission.
An understanding of critical race theory	Able to empathize with those who feel ostracized	Not intimidated by diverse points of view	Insight on authentic history, not what was taught	Believe children have most to gain in re-education	Elect more woke people. Celebrate many types of diversity in festivals. Hire people of color recruit people of color.	Trying to hire people of color, DEI in Staunton City Schools, LGBTQ Center, merchants hopefully trying harder to welcome MBU
open minded	does not confuse equity (equal results - socialism	with equal opportunity-democratic republic	follows the truth wherever it leads and tolerate	any error as long as reason is left to combat it.	why is this just a priority? what about what is Staunton doing to encourage liberty of the individual or do we assume all individuals are victims of the most successful form of government in history?	That is socialism; What about personal responsibility and equal opportunity that have been the hallmarks of our country for almost 250 years? Should we replace it with victimhood, a new concept of the past several years? This country was not founded on encouraging equal outcomes nor should Staunton. This has nothing to do with local government's role in our lives. ,
Exp w/ Effective DEI initiatives & community outr	Professional leadership and management experience	Effective communication & building partnerships	Fiscal and financial stewardship experience	Public policy educational background with DEI lens	Diversify committees and leadership, town hall meetings and outreach to elevate voices not included but have been part of our city all along	Centering welcoming messages, murals, pride events, POC business owners, leadership initiatives and financial support
open minded	willingness to research the topics and issues	representatives of minority and vulnerable groups	willingness to work with others		I think that Staunton needs to understand what DEI is and what it is not. This should start wth the city council. The Commonwealth has a very good DEI training that I encourage everyone to participate in. In return, the council needs to educate the populus on what DEI is and isn't. I also encourage you to reach out the group RISE in Charlottesville. They are a great resource.	I honestly don't know that Staunton is doing anything. If so, it is not widly made public.
Member of a minority/disenfranchised population	Previous/ongoing anti-racism coaching	Previous/ongoing disability rights education	Comprehensive understanding of wealth disparities	Community service	Send all department heads and council members to intensive ongoing anti-racism and disability rights training	Nonprofit work being done by locally run organizations.

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Member of an under-represented group	Be a person of color, disabled, and/or LGBTQ	Have knowledge of the needs of local citizens	Respected by their represented group		Reach our to under-respresented groups and invite them to the table where decisions are made that affect all Staunton citizens	I have seen very little from city government. We do have a number of groups such as Staunton Organizing, the LGBTQ Support Center and some churches who are actively working to promote greater equity
They must be with out bias.	Integrity	Communication	Open minds and hearts	Leadership skills	Help promote more diverse businesses. Community and Neighborhood grants	No idea.
Intelligence	Knowledge of history of race relations in Staunton	Forward-thinking	Ability to step outside of self to hear others	Listener	Involve all of the churches	Not much
Openness of gender and sexual expression	Experience connecting diverse constituencies	Understanding of Critical Race Theory	Openness of religious affiliation	mirroring of Harrisonburg's immigrant resettlement	Emphasize under represented communities in the city. LGBTQ as well as non-white communities.	Not sure.
Experience outside of Virginia	Experience in community programming and planning	A local business owner	Experience with children	Variety of race, ethnicity, and gender	Having family activities that include activities of cultural awareness. Chinese New Year fest, immigrant ancestry fest, all for one parade celebrating different heritages, support minority business owners, use university student volunteers to get more involved	Not sure
a mind open to learn about race & disability	willingness to listen instead of talk	experience in diverse community (work or life)	understands/learns how Staunton government works		i wish i knew -- maybe having a City Council that respects and values all members in all of its deliberations, and that is willing to receive input via multiple routes, not just in-person meetings, in order to accommodate disabled individuals	i frankly do not know
Understand many meanings of Equity & Diversity	Dedication to both Justice & Compassion	Commitment to Staunton	Ability to work thru conflict with respect	Positive energy	Ensure truly inclusive searches for all new City Staff; actively reach-out to provide information and services to often excluded minorities; educate all Council members on issues related to equity and diversity on a continuing basis;	School Board actively seeks minority candidates for City Schools; some funding provided to support cultural events that help promote equity and diversity;

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Open minded--willing to listen to various opinions	Experience with equity issues	Experience with diversity issues	Knowing the difference between equity and equality	Commitment to addressing systemic racism	Review city government's policies and procedures to determine which ones, if any, are not equitable. Areas could include affordable housing, zoning, education, laws, tax levels, public safety, etc. Intentionally seek and support minority owned businesses to come to the city. The City Council currently has no people of color serving on it and yet the website says that Staunton is diverse. Why is it that people of color do not seek office? Is there a reason that they don't feel encouraged to try?	I don't know what is being done to encourage equitable outcomes. Has the city examined what equitable outcomes would look like? Perhaps there needs to be an examination of how things are currently done to see where inequities appear.
Open minded	Trust worthy	Truthful	Compassionate	Diverse background	Encourage minorities to get involved	I don't know if any
Somebody with a disability	Somebody who is motivated and committed	Somebody from the Black community	Somebody who identifies as LGBTQ+	Somebody who is willing to do the work.	Re disability equity, provide education to the Staunton community re the 1990 ADA, and the ADA Amendments Act of 2008 and about disability, accessibility, and disability history. Do outreach to the disability community to participate in City government on Boards and Commissions. ASL interpreters at all government and official City events and meetings. Also, intentionally reach out to the our Black community and identity activist groups and social justice groups for input, opinions, & ideas.	This commission is a start. Zoom for City Council meetings and screens in Council chambers. Curbside voting.
Knowledge of Diversity, Equity and Inclusion	Experience working in a diverse environment	Relevant Education	Well deopled Listening and Communication Skills	Mediation Skills	Hire a chief diversity officer	Nothing that I can see; it is certainly not reflected in hiring practices.
Do justice, love kindness, walk humbly	Deep/wide network of contacts in Black Community	Majority of members should be Persons of Color	Diplomacy -- work well with all kinds of people	Know Staunton well but waive residency requirement	Create and budget the position of Equity Officer. A full-time position would be ideal, but a part-time position allowing the Equity Officer to get to work immediately would be a more efficient and appropriate first step than appointing an Equity Commission which will end up reporting to City Council what everyone already knows. Waive residency requirement (already true for all jobs in City Manager's purview?) because ideal candidates may work/socialize in town but reside/be retired nearby.	On June 11, 2020, City Council adopted a Statement on Racial Justice. I beg you to forgo establishing an Equity Commission and instead immediately hire an Equity Officer who would get to work toute de suite on the injustices so clearly defined in your own statement over a year ago. There is no need for more busy work of interviews, reports, graphs, charts. We already know there is a gross lack of diversity among City employees and contractors. Staunton is a microcosm of our country.

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A member of an impacted community	Demonstrated commitment to advancing equity	Strong interpersonal and collaboration skills	A community leader and/or organizer	Experience in policy development	Include the perspectives of impacted communities (women, people of color, the disabled community, and the LGBTQ community) through representation at all levels of City government.	Engaging community input in the vision for an Equity and Diversity Commission
A lived experience	An advocate for their community	Disability should be included as well			Creating a commission for Diversity, Equity, and Inclusion is a great first step. Perhaps the Mayor and City Council should have denounced the Capitol Riots and listened to complaints from BIPOC. Staunton has a diverse population of people which should be represented by a diverse leadership team. Perhaps city funded grants to small-business owners of color to promote their services. Include disability as part of inclusion when discussing DEI programs. Closed captions/ ASL for Council meetings	Not much, 7 white people on city council and white people in city management roles representing everyone in the city? Straight, white, middle-class folks spending tax payer money on golf carts for their straight, white, middle-class friends. "What is Staunton currently doing" is a great question!
leadership	can evaluate data	college educated	counseling background	Human resources background	Hold meetings in various areas of the City. Drive citizens to City website using one central calendar for all public meetings in all departments. Use a format that spells out time, location, transportation access, who is hosting, what the meeting is about and why residents should come to share their input. Spell out the potential effect of proposed actions thereby illustrating why it is important to have citizen input.	Great staff. Expanding access to meetings. I really don't know enough about how the City encourages equitable outcomes. My guess is following quality hiring guidelines and required meeting logistics. I assume the schools are probably the best at consciously working toward equitable outcomes due to their training and intended goals.
Survey Extended						

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Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
To be fair and just for all people	To have active employment	To not be involved in any racially charged groups			First decide is there a need for this? What is the ratio of non whites in the city compared to whites (which seems to be at the crux of this program) does this ratio extend into job opportunities and social diversity? Does it go both ways?	Define racial diversity and equity- how does this translate into our community? What exactly are you looking for?
Compassionate	Educated	Open-Minded	Informed About Current Events	Committed to Staunton Community	Provide more resources to lesser-developed area of town; provide support for underrepresented business owners; vocally support equity efforts of the public schools, public library, etc.; more diverse representation needed across levels of city/police/councils, etc.	Prioritized the renaming of the high school; personally witnessed some very positive and equitable interactions between police and citizens
Personal Experience with inequity	Openness to learn and be challenged	Passion to work for equity	Ability to commit to the work	Be part of a community that is marginalized	A commission supported and funded by the city is a start. To have city leaders working with such groups as observers and contributors but not as leaders in this setting. An equity commission would not be requested of inequities did not exist	The city has been very slow on this. In 2020 the city was presented with information about racial inequities and did no follow through. Creating the commission is an important step made by city council.
open mind and heart	willingness to learn				Acknowledging that not everyone is able-bodied, well-educated, White, and male. And that people under the age of 30 need to be part of this conversation too. What's the composition of the City boards (library, etc.)?	I'm not certain that anything is being done beyond beginning this effort.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
INCLUSION	DOESN'T	EXCLUDE	ANYONE	STOP TARGETING ONE SMALL GROUP AND INCLUDE ALL	When new businesses come to town you should include them in the activities around the town also have a welcome package regarding the happenings and things they can participate in, also things the community stands for and ways businesses can be inclusive as well...	I don't know... haven't seen anything... they can stop selective targeting of small groups as this do not achieve an equitable outcome but excludes large groups who would generate income for our small business community as they are not being targeted in advertising or any other way....
Non partisan	Knowledge of Staunton demographics	No political or racial agenda	Team oriented	Willing to compromise	Transportation is often a huge barrier for low income workers. Staunton should be offering alternative methods of transportation between it's city, other points in Augusta County and Waynesboro.	I don't know.
Humility	Empathy	Emotional intelligence	Objective reasoning skills	Non bias	Don't discrimination against the poor. Especially socially. Make programs and systems that actually support personal growth. Help create a culture of equity.	There are a number of stellar individuals that professionally put their boots on the ground to make change happen. Support them
Experiences in equity, equitable practice.	Understanding of the role of diversity.	Understanding of inclusivity.	Respect for bipartisanship	Valid lived experience	This committee is an important first step. Acknowledging that the work of diversity and inclusion should be an integral part of supporting the community is so incredibly important. Promoting accountability is also important. Not to say this has not been done, but to make this a cornerstone of the work of this committee would go a long way to increase/resolve community members' perception of our current local government. Promoting transparency would also be important. A key component of trust.	Aside from the development of this committee, I am not certain that I have a clear understanding of what Staunton has done specifically to address equity and inclusion. At least on a broad scale. I know that there are several agencies, organizations, and community stakeholders that have undertaken the process of creating and maintaining practice of equity across our community.
Being fair and open minded	Understanding of community issues	Communication skills	Empathy and experience in DEI	Leadership & policy making skills	Diversity programming and events, include representation of all residents on the boards/councils, talk about it -make everyone feel welcome. It should be included in everything.	Developing the equity & diversity commission.

**Equity and Diversity Commission Survey
Online Reponses**

<u>Commissioner Qualifications</u>					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Not serving in any connected organization.	Have a history of effective leadership.	Not be a member of BLM/LGBTQ.	Effective communicator, with vision.	Ethical and known for honoring their word.	Stop trying so hard to cater to one group that you're excluding the rest of the community.	Focusing way too much on the LGBTQ community and their wants and forgetting that there's other people groups. The city has nothing for teens and very little for families.
Recognizing contributions of diverse populations	Shared experiences with ethnically diverse people	Understanding that all people have equal qualities	Will seek input from underrepresented populations	Adequate skill & comfort in public arenas	Put announcements of commission activities in all media (TV, radio, papers, internet, etc.).	Place poster announcing new commission on prominent billboards.
someone who has been involved in the community	someone who knows the area and not just the Black	someone who knows the City government	someone who will take time to listen to people	someone who is available to meet with people	Staunton has really never given our small Black Businesses any attention and one that I know has been here for 20 years and Staunton has never acknowledged them.	nothing
Excellent communication skills	Connection to local community	Connection and trust from underrepresented groups	Willingness to learn	Open-minded	I would like to hear more about what Staunton is doing for racial equity and reimagining our justice system. Disability inclusion is also crucial right now as a lot of funding has been cut for disability services. The city of Waynesboro and Rockbridge county have entire disability boards representing to their city leaders, but Staunton does not.	I have been impressed by the work of the Staunton school system and independent groups like MBU and Building Bridges for the Greater good.
Empathy	Articulate in describing multiple perspectives	Understands that we all have biases.	Travel to communities different from our own.	Familiarity with history and its complexity.	Expand the schools role in preschool and community programs. Flint Michigan may be a good example of turning schools into community education and support centers. Strengthen public health outreach. It might not hurt to have an international event like Harrisonburg to help people see how diverse our city is.	The recreation programs seem to be a good start. I think the schools are trying but could use assistance.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Worked previously with civil rights organizations	volunteered/worked with the LGBTQ community	Must be egalitarian and against stratification	Must have no racial biases	Have the approval of all local political parties	Egalitarianism not equity. Equity does not stop stratification. Staunton should recognize that regardless of skin color or sexual orientation everyone is equal under the law and no one is a second-class citizen.	Besides this survey and a token gesture of renaming the high school. The city really hasn't done anything of worthy note
Live in a low income community/neighborhood	Make a "low income" wage	Be any race or gender	Want growth and development on west end		Push for more pedestrian friendly walk and bike lanes on the west end, redevelopment of unused buildings	Supporting community garden.
empathy for less fortunate citizens	Demonstrated background of caring for city	Involvement in multiple organizations	No agenda except fairness to all		It takes time and effort to participate. Thus, it needs to be very clear to appointed members that council will take recommendations very serious and try to implement recommended actions	Not sure anything is being done

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Dont pick someone because they are black.	NO crazy spending ideas	No development minded	Honesty	NO favoritism	Nothing, you will turn into Charlottesville with animosity, fighting, rude people in stores and traffic trying to make themselves known.	It is fine the way it is, let people be them selves and DONT TALK ABOUT IT. Just let it be natural.
Experience working on a team toward a common goal	History of working hard to achieve a service goal	Experience living in different areas	Open-minded and interested in other's perspective	Good communication (written and oral) skills	More community outreach and city funded events for people of all faiths, backgrounds and socio-economic status; create an inclusive fenced-in playground that accommodates those with disabilities; free golf slots and club rental to those below a certain income level; youth activities such as archery, golf, nature walks at MHP, etc. on a sliding scale based on income; Connect the community to the schools; teams and events for individuals with disabilities; disability friendly traffic intersections	I don't know
Transparent	Honest	Educated	Dependable		Have more community involved activities and or functions	Unknown

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
At least 35 years of life experiences	Resident of Staunton for a minimum of 2 years	Volunteers for or contributes to 1+ nonprofits	Experience working successfully with all types	Truly respects diff religi and political beliefs	?	?
Understanding of what equity is and its importance	Unafraid of difficult conversations	Strong listening skills	A member of at least one marginalized community	Proven history of advocacy work in their career an	Increase transparency relating to how the City is run and how decisions are made. Hire BIPOC Equity and Diversity Officer. Establish a Citizen Review Board for the Police Department.	Creating the Equity Commission. Renaming the high school.
The Committee itself needs to be diverse.	Professional Background in Equity/Diversity	History of Community Work contributing to Equity	Specific Expertise in Education, Poverty, Race etc	Led By a Qualified, Salaried Equity Officer	Hire a full time Equity and Diversity Officer and form this committee of diverse citizens, professionals, and people who already work towards equity in this community.	Show me the equitable outcomes. We are lacking, statistically, in all the areas SEC measured when we came to you the first time. You need the committee. I am glad we have training for our police officers and an equity plan in the schools. We need more.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Understanding of what equity is and its importance	Cognizant of what systemic racism is and how it im	Understanding of barriers faced by people with dis	A member of at least one marginalized community	Proven history of advocacy work in their career an	Examine City hiring practices, increase transparency relating to how the City is run and how decisions are made and examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly	discussing the establishment of an equity committee is a good start. We'll see if it goes forth.
Have experience working with a team	Be a member of an under represented minority group	Lived in Staunton for many years/understand issues	Good communication skills, writing, and listening	Participation in civic groups, church or volunteer	Hire people from all types of backgrounds to city staff. Invite civic group leaders to have round table discussions with city council. Defend all residents' civil rights and discourage discrimination and harassment of all residents.	I've seen some signage around downtown that welcomes diversity, but beyond that I don't know. What is the city doing to encourage equity here?
Courage	Curious and open minded	Bilingual	Strong analytical skills		Get input directly from the minority community, Civilian Advisory Board for the police department	this survey

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Proven history of advocacy work in their career	Desire to work towards increased equity	Strong followup skills	Unafraid of difficult conversations	Strong listening skills	Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses, Establish a Citizen Review Board for the Police Department, Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants, Acknowledge holidays of all cultures	Asking these questions
Unafraid of difficult conversations	A member of at least one marginalized community	history of advocacy work in their career/life	Understanding of barriers faced by people with dis	Understanding of what equity is and its importance	Increase accessibility throughout the City for people with disabilities; acknowledge holidays of all cultures; and address racial and other microaggressions	I have not seen anything yet. I do see some of the city's leaders trying to hold back progress towards openness and collaborative solutions, however
Bring a diverse perspective	Enthusiastic about creating more equity 2 Staunton	Have first hand knowledge of inequity in Staunton	Comfortable with having challenging conversations	Committed to role as committee member	Create more awareness of the challenges of marginalized citizens of Staunton in the past and presently	The biggest barrier is the denial that barriers exist

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
strong communication skills	member of a marginalized community	not afraid of difficult discussions	creative, thinks outside of the box	understands and works toward equity	Ask marginalized people for their stories, listen and consider them with care, and begin to act upon the thoughts of those effected. Review city data on salaries, race, gender and publish that information for all to consider. Increase access to city resources for those who are not while, middle or upper class individuals.	I really don't see much that encourages equitable outcomes in Staunton, I suppose this survey is a small step in the right (I hope) directions.
Integrity.	Ability to calmly listen and learn from others.	Ability to collaborate with humility.	Sincere interest without a hidden agenda.	Time to commit to the tasks as needed.	Recognize and nurture leadership skills among our current residents then scaffold those skills into DEI leadership roles for the present and the future. Create a DEI Task Force to identify needs, analyze systems, and recommend action steps toward improvement. Appoint a member of each existing city committee and council to serve as representatives on a DEI Listening Team. Include their reports from the DEI Task Force as agenda items on all existing committees and councils.	This survey is a start. If the number of responses is low, that data should serve as evidence of a NEED instead of a sign of a lack of interest. Sometimes, the most important issues exist below the radar of the majority.
knowledge of the history	motivated to make things better				Find out what the disadvantaged citizens need.	Don't know

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Intersectional Feminist	Cognizant of systemic racism and its local impact	Proven history of advocacy work	Not in the “mythical norm” (Audre Lorde)	Member of at least one marginalized community	Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty; Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses; Increase remote participation for citizens in city functions/meetings beyond just City Council meetings; Increase accessibility throughout the City for people with disabilities	this survey felt like a barrier in its design—and initially, I gave up, but then someone said, try again. <sigh> the design of the survey ironically blocks the initiative — which I like. So I’ll say that I like the idea that the town might is trying to do something positive. That it fails in this survey might mean you find better survey makers to help you design something that helps the city sort out its issues with equity? Also this is hugely important work, and the city should keep at it.
Belief in value of social and racial equity for th	Experience working directly with community especia	Experience working with underserved populations	Willingness to listen to community members	Ability to look critically at own belief system	Having a team to look into this would be a great start. I am sure there are an cities who have worked towards this and have things they have implemented. I am sure there are resources out there.	I think the school system has made some really positive changes. Starting this commission is good too.
Proven track record with equity issues	Aware of what is needed in Staunton	Member of the community	Willing to collaborate	Willing to speak up to have difficult conversation	Examine hiring processes, government transparency, priorities in the community, encourage and allow more community/citizen involvement.	This survey shows a move in the right direction. But the city needs leaders that actually walk the walk instead of being all talk.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Open communication	Active listening	Historical understanding	Trauma understanding	Active community member	More cultural exposure events and discussions	Focusing on equity in schools.
Understand barriers people with disabilities face	Understanding of what equity is and its importance	A member of at least one marginalized community	Proven history of advocacy work in their career	Ability to collaborate effectively	Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments, Establish a Citizen Review Board for the Police Department, Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty.	I'm pleased that the city of Staunton released this survey, and that they are discussing the establishment of an equity committee. It's also great that remote participation in City council meetings is possible.
Good listeners and communicators.	Cognizant of what systemic racism is.	Proven history of advocacy work in their career	Creative and able to think outside the box		Increase transparency relating to how the City is run and how decisions are made Hire BIPOC Equity and Diversity Officer Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion Establish a Citizen Review Board for the Police Department Invest in affordable, proven community mental health resources Hire more BIPOC for department heads, managers, and other leadership roles	Not much, but this survey and equity commission is a start. Did you give copies of the survey to groups who aren't usually on Facebook or your internet sites? Are you really trying to get feedback from the people affected by this?

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Open to diverse opinions	Compassionate	Gracious	Kind	Educated	Hold public events that encourage the sharing of diverse opinions and cultures.	I'm not sure.
A member of at least one marginalized community	Creative and able to think outside the box	Unafraid of difficult conversations	Understanding of what equity is and its importance	Cognizant of what systemic racism is and how it im	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion	I do not see much that the City is actively doing in this area. Love to see anything, but as of now I do not.
involved in the community	effective collaborator	able to think outside of the box	effective communicator	open-minded	Increase transparency relating to how the City is run and how decisions are made; increased support for voters and education on issues that are being voted on; increase push on educating community on local elections; increase remote participation for citizens in city functions/meetings beyond just City Council meetings; retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments.	I am not aware of many actions on the city's behalf to encourage equitable outcomes; I appreciate the opportunity to participate in this survey and have very high hopes for the cration of a equity and diversity and commission.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Education in multicultural Comm, Sociology, etc,	2-5ye exp w/ direct service to Minority population	Background/experience in cultural history	A member of a socially acknowledged minority group	Team Oriented, as this will not be fixed by one	Bringing the experiences and voices of multiple races, genders, identities and financial statuses, to the table as equal weight when making decisions and formulating plans.	Throwing a few hundred throws and dollars into making the west end pretty. Little to actually do with the people who live there.
Proof of attendance at trainings on racial issues	Unafraid of difficult conversations	A member of at least one marginalized community	Strong analytical skills	Cognizant of what systemic racism is and how it im	Hire BIPOC Equity and Diversity Officer and retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion. Examine City hiring practices and pay/salary practices. Establish a Citizen Review Board for the Police Department.	This survey is an excellent first step. But there must be serious follow-through if the city is to be taken seriously. Making and keeping Council meetings remotely available to Stauntonians with the ability to participate. Unfortunately, with those two exceptions I can't think of examples or policy or action the city has taken to encourage equitable outcomes.
Be a member of at least one marginalized community	Past experience in committee work would be helpful	Some history of advocacy/volunteer work	Desire to truly listen to others experiences	Creative thinker	Reach out directly to marginalized communities to gather input on what folks are struggling against/with. Create more transparency in local government. **Increase remote participation for citizens in city functions/meetings beyond just City Council meetings.	Creating this committee seems like a great start! I'm not aware of any other actions or intentions and that makes this committee all the more important.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
This commission is a farce. None. None None None.					Nothing.	There is no need for communism in this town.
Doesn't believe in equity Believes in equality Opposing voices					Nothing	Providing opportunity for all
Ability to collaborate effectively	Fluent in language(s) other than English	Strong analytical skills	Strong followup skills	Proven history of advocacy work/tangible change	Increase transparency relating to how the City is run and how decisions are made, Examine City pay/salary practices, Increase accessibility throughout the City for people with disabilities, Establish a Citizen Review Board for the Police Department, Invest in affordable, proven community mental health resources, Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty, & Increase remote participation for citizens in city functions/meetings.	Discussing the establishment of an equity committee and allowing remote participation in City Council Meetings.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Represents the entire population of Staunton	Proven background in getting things accomplished	Ability to get along with everyone	Work for improving all neighborhoods	Accessible to the citizens	Look at hiring practices and increase diversity to reflect the population. Allow remote access to meetings and input from all citizens. Increase access to good childcare.	This survey. But it should offer some easier multiple choice answers. Churches are doing most of the equitable work.
Be angry	Have a chip on their shoulder	Be afraid of upsetting any minority	Have no common sense	Believe there are more than two genders	Give more free stuff to us lazy folks	Chasing out people born in Staunton
Be a member of a marginalized group	Clear understanding of systemic racism	Clear understanding of issues related to disabilit	Proven work in the field of equity	Good listening collaboration &communication skills	A LOT!!! Begin with making it well known that's the goal. Then, look at hiring practices, access to transportation and mental health services. Make sure everything is handicap accessible. Have all city employees, police, and teachers get equity and diversity training, including City Council members! Create an equity and diversity position that's well funded and supported. Look into issues within the school system and police dept. Better police training on these and related issues!	Doing this survey

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Educated regarding systemic racism	Focus on including marginalized voices	Track record of equity advocacy	Comfortable with difficult discussions	Self reflective	Establish citizen review board, examine city practices and hiring, focus on including marginalized voices	Remote participation in meetings, sometimes they seek broad public input before making decisions (although often not), this survey is a good start
Residency 10+ Years, consecutively	Not delinquent on any property taxes	Not a felon	Not affiliated with violent extremists	Has completed high-school diploma / GED	Invite all peaceable civic society organizations, or their representatives, together into a forum to discuss what is important from their different vantages; and the certified minutes thereof to become the focus of this commission's work.	Engaging with civic societies.
Color other than white	Ethnicity non Americans decedent	Have a open mind ne partial	White bring experiences from big cities in past	Calm non temperental	Educate themselves from bigger cities like Manassas, Richmond etc.. Learn about Woodrow Wilson Jones act in 1917 and how he made every Hispanic puertorrican a us citizen know that there is more than just a little farm city .	Nothing
Conservative	Good sense of humor	Politically correct	Believes in the tooth fairy	Wears boots	Get over themselves- diversity and equality are buzz words	Providing jobs, good education and social services to fill in the gaps

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Unafraid of difficult conversations	Aware of systemic racism and it's impact	A member of a marginalized community	Ability to collaborate and think outside the box	Desire to work towards increased equity	Hire more BIPOC and LGBTQIA people, examine salary disparities, examine data relating to equity in Staunton	I am happy this survey is being put out
Experience working collaboratively	Excellent communication skills	Active listener	Understanding of what equity means	Equity training	What does thus mean? I think that quesneeds to be answered first. Why do we need and desire this type of work?	No idea
Cognizant of what systemic racism is	Understanding equity	Listening and critical thinking skills	Willing to talk through difficult conversations	Proven track record in equity for all Stauntonians	Increase transparency relating to how the City is run and how decisions are made; Establish a Citizen Review Board for the Police Department; hire and maintain BIPOC led trainers/facilitators to oversee city council practices; increase accessibility throughout the city for people with disabilities and/or people without the means to reasonably participate.	Every time I have spoken at a City council meeting, I have felt my opinion is welcome.
Open mindedness.....	neutrality	no socialist agenda	No affiliation with BLM or NAACP		Nothing more at this time--just be fair and open to all	Staunton doesn't need to do anything more
Be a person of color or a differently abled person	Excellent listener	Creative	Open minded		Grants for businesses owned by people of color or differently abled. Make hiring people of color and other abled folks to teaching and education administration positions.	
Understanding of what equity is and its importance	Proven track record of work towards equity in the	Cognizant of what systemic racism is and how it im	A member of at least one marginalized community	Proven history of advocacy work in their career an	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion Establish a Citizen Review Board for the Police Department Address racial and other microaggressions Examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly Invest in affordable, proven community mental health resources	

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Someone not white	Someone who can speak ASL	Someone who isn't a live life resident	Someone from low income	speaks spanish	Stop just hiring white people who are former Charlottesville city employees.	No clue, which is probably not a good thing.
Understanding of what equity is and its importance	Desire to work towards increased equity	Cognizant of what systemic racism is	A member of at least one marginalized community	Strong followup skills	Increase accessibility throughout the City for people with disabilities Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments Establish a Citizen Review Board for the Police Department Invest in affordable, proven community mental health resources	This survey is a start
Demonstrate commitment to data driven decisions	Know the fundamental nature of our Constitution.	Strong communication and negotiating skills	Not afraid to stare our actual history in the face	Understand terms systematic racism and equity	In recent years local colleges, universities and other units of government have employed equity officers to direct associated activities. They are a tremendous resource. Invite a few of these folks to speak with city council, the soon to be appointed commission, and the greater Staunton community. To solve such a complex problem as societal inequity requires deep, factual, and honest examination of the problem and of our traditions, myths and attitudes that have supported that history.	Offering this survey is a first good step. Seating an equity and diversity commission is absolutely the right next move. Devising and sticking to a thorough and thoughtful process of seating this commission and supporting its work will provide an opportunity for us to build a new ethic in our community, an ethic that will encourage future equitable outcomes. I am encouraged that the the city now allows remote participation in City Council Meetings. Inclusion of many voices is good.
A member of at least one marginalized community	Will follow through and keep commitments	Proven history of advocacy in career or community	Understanding of what equity is and its importance	Knows what systemic racism is and its impact	Invest in affordable, proven community mental health resources Hire more BIPOC for department heads, managers, and other leadership roles Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses Establish a Citizen Review Board for the Police Department Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants	I would really like to know because I don't see anything.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
A member of at least one marginalized community	Strong listening skills	Fluent in language(s) other than English	Understanding of what equity is	Ability to collaborate	Examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly. Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty. Increase remote participation for citizens in city functions/meetings beyond just City Council meetings.	I'm not sure what Staunton is doing toward equity, beyond this survey
Candidate desires increased equity in Staunton.	proof of advocacy experience	Member of an under-represented community	Awareness of how racism affects Staunton	Good listener	An increased transparency into how city decisions are made and how city is run. Staunton should hire an Equity Officer. Increase city resources to elderly, impoverished, and those with disabilities. Expand remote participation in city council meetings. Thoroughly assess the equity differences in Staunton. Verify that city hiring meets best practices for equity.	I appreciate this survey and that you will create an equity committee to follow up on this concern. Grateful Staunton now allows remote participation in city council meetings.
Cognizant of what systemic racism is	A member of at least one marginalized community	Strong communication skills	Unafraid of difficult conversations	Ability to collaborate effectively	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion	
To want EQUALITY not Equity					I am totally against this city using my tax dollars by trying to achieve racial equity. To achieve racial equity you have to treat people of color differently than people of other races to achieve equal outcome. This in itself is a racist act and extremely divisive. One's outcome should be a result of the effort put forth in whatever endeavor one is involved in. I am in favor of making sure people of ALL races have EQUAL opportunity in a color blind society. I am for EQUALITY.	

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Proof of attendance at trainings on racial issues	Strong analytical skills	Understanding of what equity is and its importance	Desire to work towards increased equity	Cognizant of what systemic racism is	Increase transparency relating to how the City is run and how decisions are made. Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants. Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses.	It is minimal at best. Virtually unnoticeable.
Proven track record of work towards equity in the	Willing and able to have difficult conversations	Knows what systemic racism is/its impact	Strong communication skills	Knows barriers faced by people with disabilities	Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses. Address racial and other microaggressions. Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion.	I honestly don't know how to answer this question. I guess I am encouraged that this survey has gone out and that the city council is taking the steps to examine its own relationship to equity. I pray that this is only the beginning and will lead to wonderful things for our city.
Proven history of advocacy work	Intersectional feminist	Strong listening and communication skills	Understanding of what equity is and its importance	Desire to work towards increased equity	Staunton should: 1. Increase remote participation for citizens in city functions/meetings beyond just City Council meetings. 2. Invest in affordable, proven community mental health resources. 3. Hire more BIPOC for department heads, managers, and other leadership roles. 4. Examine City pay/salary practices. 5. Acknowledge holidays of all cultures.	I am pleased that Staunton has released this survey and that there are discussions about the establishment of an equity committee. I was pleased to see a previous survey related to development in the West End, but did not see any outcomes.

Equity and Diversity Commission Survey
Online Repones

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Unafraid of difficult conversations	A member of at least one marginalized community	Cognizant of what systemic racism is and how it im	Understanding of what equity is and its importance	Creative and able to think outside the box	Establish a Citizen Review Board for the Police Department. Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments. Acknowledge holidays of all cultures. Examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly. Address racial and other microaggressions.	I think this survey is a great start!
Desire to work towards increased equity	Understanding of what equity is and its importance	Member of at least one marginalized community	Proof of attendance at trainings on racial issues	Understands barriers faced by ppl w/ disabilities	Hire BIPOC Equity and Diversity Officer Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis regarding issues related to equity, diversity, and inclusion Increase access to City resources for those who live w/ disabilities, are elderly, and who live in poverty Increase accessibility throughout the City for people with disabilities Acknowledge holidays of all cultures Invest in affordable, proven community mental health resources	Allowing remote participation in City Council meetings Discussing the establishment of an equity committee
Minority representation	Does service work in our community	Class and disability representation			Education for police on de-escalation, disability and race. Some officers are great. But I've been harassed walking my dog while disabled. I've seen SWAT at a 90 year old's house. That's never happened elsewhere. Better training would be proactive.	Individual citizens and council members are working on this. The majority of city concil seem more interested in intimidating those not like them.
The ability to discuss with people of different ba	Multiple age groups and life experiences.	Multiple economic backgrounds.	professional backgrounds in conflict resolution.	People who desire to improve Staunton.	Work on hiring to represent Staunton in schools and government.	It is not well known to me. It appears that non-profits are tryin to fill the voids.
Residency	Education	Diversity	belief in need for level playing field	Open attitude	Diversify their workforce. With the exception of clerical jobs that are held by white females, most staff are overwhelmingly White Males. More education is also needed on inclusion and equity.	Not much.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Understanding of what equity is	Understanding of the barriers to equity	Brave and willing to stand up to ugliness	Intersectional feminist and anti-racist	Strong listening skills	Establish a Citizen Review Board for the Police Department, increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty, increase transparency relating to how the City is run and how decisions are made	Not a whole hell of a lot that I've seen. In particular, there's a lot of systemic microaggressions towards BIPOC folk, those of us in the queer community, and the disabled and poor in the city system.
Sound understanding of the importance of equity	Strong listening skills	Desire to sincerely work towards increased equity	Broadminded with ability to think strategically	Previous experience with advocacy work	Provide diversity, equity and inclusion training for all City staff; make mandatory for all "elected" and public officials. This will help set the stage and set the expectation for all staff and elected. You have to develop a true culture of DEI. Listen and identify how a lack of equity impacts the Staunton community.	This survey and your "intent" to examine and do something is a good start.
A member of at least one marginalized community	history of advocacy work in their community	Understands systemic racism and its impacts	Desire to work towards increased equity	Strong listening skills	Invest in affordable, proven community mental health resources; establish an Equity and Diversity Officer and hire a qualified BIPOC member of the community to fill that role.	I'm pleased to see this survey as a first step, as long as it leads to purposeful next steps and is not simply performative.
Desire to work towards true equity	Good listener	Understanding that barriers to equity exist	Member of a marginalized community	Creative thinker	First, acknowledging that racism and inequities exist by truly listening to those marginalized. Be open and transparent with everyone at all stages of the process to prove a true desire to change and improve equity. Commit to hiring and retention efforts that emphasize recruitment of minorities. Use 21st century HR practices, not the "we've always done it this way."	Acknowledging that inequities exist and forming a committee. However the difficulty of this survey and relying on this sole form of input has me doubting your serious interest in reforming.
Live in city of Staunton	Willing to work with others	Multiple ethnicities represented on committee	Make Equity and Diversity a priority	Open to learn about equity and diversity	Have city council elections by precincts rather than completely open. Too many on council are from similar neighborhoods and similar backgrounds.	None that I am aware of.
Diversity of members	Access for persons with differing abilities				Make city meetings accessible by resuming online participation. Increase transparency of negotiations.	
Desire to work on increasing equity	Fluent in Spanish	A creative person	Someone who wants to improve Staunton's equity	A feminist	They should make a review board for the Staunton police department	Releasing this survey

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Understanding of what equity is and its importance	Proven track record of work towards equity in the	Ability to collaborate effectively	Strong listening skills	A member of at least one marginalized community	Examine City hiring practices Increase transparency relating to how the City is run and how decisions are made Hire BIPOC Equity and Diversity Officer Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion Examine City pay/salary practices Increase accessibility throughout the City for people with disabilities Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments	This survey. I think taking away curbside recycling is a huge step backward in terms of equity, access and inclusion.
Strong listening skills	Recognizes systemic racism how it affects communit	Understanding of barriers faced by the disabled	Strong analytical skills	Strong followup skills	Examine City pay/salary practices, Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses, Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty, Establish a Citizen Review Board for the Police Department, Invest in affordable, proven community mental health resources	I'm glad that you have released this survey and are talking about establishing an equity committee. I'm glad to hear that you're allowing remote participation in City Council meetings.
Proven track record of work towards equity	Desire to work towards increased equity	Cognizant of what systemic racism is	Understanding of barriers of ppl with disabilities		Establish a Citizen Review Board for the Police Department	I'm pleased to see this survey, for one!

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Ability to listen to and respond thoughtfully..	Pragmatic: willing to evaluate actual experience.	Non ideological	Humility: willingness to recognize one's conceits.	Appreciation of the uniqueness of each soul.	Return to a focus on Dr. Martin Luther King's message that stresses our common humanity. Work to increase an awareness that recognition of our shared values builds the confidence required transcend the natural reluctance to reject others. Diversity is a fact of life, not a goal.	I do not know.
Compassion	Experience volunteering with the underprivileged	Communication and mediation experience	Experienced budget and financial planning	Transparency in all actions	Develop free community spaces in the west end for gatherings, activities and classes	Nothing that I know of. There are private groups working to creat more equality but Staunton city isn't the catalyst
A commitment to furthering equity within Staunton	Knowledge of historic inequities that still impact	Ability to see diverse perspectives	Collaborative	Advocacy skills	Staunton should examine all of its systems and processes - from hiring and salaries to accessibility - through the lens of equity, diversity, inclusivity, and anti-bias. Based on findings, changes should be made.	The formation of this committee and the taking of this survey is a good start.
From marginalized groups, BIPOC, disabled, LGBTQ	Be able to work in completely non-partisan way.	Experience working with community organizations	Must understand meaning of equity/inclusiveness	Able to listen to each other and community	Hire an equity/diversity officer who can help the city examine hiring practices and look for ways to change them to encourage more diversity. The city should look for ways to increase accessibility for individuals with disabilities. City Council should make equity/diversity an agenda item for discussion at every council meeting. Perhaps they could have speakers or individuals from marginalized groups speak at meetings.	The ability to participate remotely in City Council meetings is extremely important. Maybe this could be extended to other meetings, as well. A few years ago there was discussion of increasing the availability of affordable housing, but I'm not sure if this is an ongoing project. There was also talk of having children attend elementary schools not by neighborhood, but have schools divided by grade. What happened to this idea?
Excellent communication skills	Good collaboration skills	Understand what EQUITY means	Desire to improve equity in Staunton	Understand systemic racism and its impact	Examine current hiring policies Establish greater accessibility in the city for the disabled Hire BIPOC Equity/Diversity officer	This survey is one small step. Allowing Zoom/remote participation to meetings is also a step in the right direction. However, there is MUCH more that needs to be done in the area of equity.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Should represent various minorities in city	Understands , committed to implementing equity	Effective collaborator	Experience getting things done	Bold re: facing difficult conversations	City council and committee members should be outspoken in support of equity and diversity. Then practice it , in hiring for city jobs and increasing publicity of and access to city resources for those who live with poverty, disabilities, old age, racial/ethnic discrimination, and mental illness.	I'm not sure - being willing to start this commission is a really good step that I hope will result in an effective commission that the city council will take seriously.
Understands systemic racism	Familiar with disability challenges	Can empathetically listen to difficult things	History of advocacy work	Strong communication skills	Increase transparency, admit weaknesses, deal with stories of racial microaggressions, improve opportunities for remote participation	Allowing community gardens, Montgomery Hall park Juneteenth celebrations, pride day (doesn't directly promote equitable outcomes, but encourages the openness and listening that might get us there)
understand what equity is and why it's important	understand systemic racism its effects	ability to collaborate effectively	proven advocacy work in the SAW community	strong listening and communication skills	Increase transparency relating to how the City is run and how decisions are made, including hiring practices and city pay and salary practice. The city can also increase accessibility throughout the city for people with disabilities. Additionally, Staunton can invest in more community mental health resources that are affordable, accessible, and effective.	I am unaware of anything Staunton is doing to encourage equitable outcomes in our community.
Track record of work toward equity in community	Intersectional Feminist	A member of at least one marginalized community	Knows what systemic racism is and it's impact	Ability to collaborate effectively	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion. Increase accessibility throughout the City for people with disabilities. Establish a Citizen Review Board for the Police Department. Hire more BIPOC for department heads, managers, and other leadership roles. Address racial and other microaggressions. Increase remote participation for citizens in city functions/meetings beyond just City Council meetings.	I don't know. That's part of the problem. If there are already steps being taken toward equity in this community, they are not being touted loudly or proudly or frequently. Do better.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
History of addressing equity and diversity issues	Ability to listen to and understand other views	Understanding barriers faced by different people	Belong to a marginalized group	Desire to improve equity and diversity in Staunton	Establish a citizen review board to address policing issues, promote access to city resources for those who are struggling (elderly, poor, disabled), review city hiring practices and modify if needed, review city pay/salary practices and modify if needed, hire an equity/diversity coordinator.	The fact that Staunton is considering establishing an equity/diversity commission is a start. Having citizens be able to participate in council meetings remotely has been helpful.
able to articulate equity issues for our city	able to listen/"hear" diverse points of view	knowledge of historic/systemic racism	experience/practice with equity training	knowledge of lack of diversity in our city	promote more transparency in our gov't decision-making practices Hire equity officer/committee. improve diversity in governmental hires. invest in mental health services. equity training for ALL gov't employees.	Staunton has equity training for city manager...need regular updated training for all city employees, including city council, police dept and school system.
aware of barriers faced by low-income citizens	aware of barriers faced by people w/ disabilities	willingness to listen to constituents	values equity as well as equality for minorities	commitment to environmental initiatives	Hire BIPOC equity and diversity specialist, and examine the city's hiring practices. Work toward reviving traditionally Black areas (e.g. encourage more businesses to open on West Beverly Street, improve public transportation so people can access those businesses, and encourage more Black-owned businesses downtown).	Allowing remote participation in city council meetings. This is an important step toward being inclusive of people with health challenges and barriers such as lack of transportation (which is tied to socioeconomic and disability status) and people with various physical and health-related challenges.
A passion to create an equitable Staunton for all	A member of at least one underrepresented group	Good communication and conflict resolution skills	open- minded	Collaboration and teamwork skills	Make a strong public commitment to equity and diversity, and then create a plan for improving equity and diversity that includes both immediate and long-term goals and a strategy for assessing outcomes.	Providing remote participation in City Council meetings; working toward establishing a Diversity and Equity Commission.

Equity and Diversity Commission Survey
Online Reponses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Represents a underrepresented demographic	Strong listener and communicator	Knowledgeable and informed	Acknowledges existing inequity issues	Involved in the community	Much of the work needs to continue in schools both in addressing inequitable treatment of students and increased diversity in hiring. The city council also needs to be less blatantly partisan and more welcoming to hearing from all members of the community.	This survey and equity committee is a good start.
					Parks & Rec from Montgomery Hall Park should start including more Christmas light displays in comparison to Gypsy Hill Park. What they display is not enough. We want Montgomery Hall Park to be an added attraction for the City of Staunton during the Christmas Season by next year	
commission diverse, racially, gender, social class	deep knowledge of staunton	at least 1 member who can design research / implem	dedicated team player, commit is to community	represent different communities within Staunton	procure and distribute appropriately small business startup support to African American community, as well as to lower middle / working / working poor	

Equity and Diversity Commission Survey Online Repones

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
An under current of racism	Establishing this commission	schools	city hiring practices	equitable policing practices		
Old-school thinking that white men should control everything		teaching respect and inclusion of ALL in schools	Hiring a diverse workforce at ALL levels	Teaching civics classes in ALL grades	Tout past successes and achievements of ALL	Treat ALL orgs like NAACP with utmost respect
I'm feeling a barrier. Because I don't know exactly what you all are talking about. I read the resolution and found it full of clichés and very vague. I don't think people will understand what is at odds here for individuals and groups.	Good question. First of all you have to determine examples people are talking about when they feel like they have not experienced diversity and or equity. Then you have to determine if it's really a problem that involves diversity and equity. If it does it seems you have to get to the core of the problem which more than likely is human behavior and prejudice. Those are tough nuts to crack.	Defined the problem more clearly	Determine if a commission will make a difference.			
Division and hatred. Hakes it hard to come together.		Listening to many view points	Baseline data	Communication and transparency		
We must acknowledge systemic racism and the ways white people benefit from racism unknowingly, thereby being inadvertently complicit in its continuance. We have a lot to learn. We must listen. A lot.	City workers demographics, job posting locations (are they accessible?) non-violent inmates, local addiction and recovery programs and their success rate, job training postings.	Listen to people of color.	Listen to people of color.	Listen to people of color.	Listen to people of color.	Incarceration rates and addiction recovery
City council and general culture	Accurate record keeping and reporting	Biases in services delivered	Hiring and comp	Police police police	Community support - mental health	Schools
Money, willingness to think out of the box, inherent racism that is continuously denied. Lack of education. Must encourage teaching our true and honest, brutal history of slavery, Native Americans, etc. not the stories we were told as children.	Schools, jobs, civil engagement improvements	School system equality, educational honesty	Civil engagement, bringing diverse festivals	Arts		
Lots of white people in places of power, centering themselves in issues; low wages in service industries	Surveys targeted at the underserved populations of town - West End, Booker T school area, service industry, non-English speaking citizens	Diversity in policy makers	Barriers to voting/elections	Bridging the digital divide/broadband access	Mental health resources/support	Reviving/support t for low income neighborhoods
People who benefit from the status quo or who cling to their preconceptions/world view.		Make school access equitable - integrating schools	Diversity training for all employees	Uncovering unconscious bias	Ensuring POC are welcome at all events	

**Equity and Diversity Commission Survey
Online Repones**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
The loudest voices in the room aren't always offering the best solutions. Continue to hire the most qualified person as determined by their application and interview.	Turnover rates of Staunton employees as opposed to other small cities in VA	the goal that the most qualified staff are hired,	select a sunset date for the commission	work with MRRJ to increase work release programs		
Resistance to public input, lack of clearly stated outcomes. Training for staff and discussion with residents are a good start, but if they don't translate to improved quality of life for Staunton residents they mean little.	I am not a Staunton resident in need of improved equitable outcomes. Again, you need to solicit input and data from affected community members. Their input will be vital to this process.	Housing	Mobility	Food access	Access to city services, including mental health.	Criminal Justice
Past inequities and people not wanting to address the past, like the segregation of the parks. Many people are alive today who remember not being allowed to go to GHP. But our community revolves around GHP! Where does that leave them? The effect of jail/prison on poor people...some have to pay to be in jail. They come out with few resources. How are they going to fit back in to society under those conditions?	arrests, interactions with police, who goes to diversion programs, suspensions from school, home ownership, graduation rates, children moving in and out of schools, people held in jail before a trial,	Use the library as a community center for outreach	Encourage minority owned business to create buy-in	Improve school quality	high quality training for police and courts	check out Theory of Enchantment diversity training
The anger and divisiveness that is now part of our culture.		educate preschool/elementary school	clinic to remove racist covenants on titles	identify all local and state laws that are racist	pass resolutions to remove these racist laws	
Staunton is a fairly homogenous city so people from diverse backgrounds might not feel they fit in. There are some Staunton residents who are not comfortable with people with different skin colors. Staunton like many southern communities has a history of racial discrimination.	City employment figures and school attendance figures might be useful.	diversity education in local schools	housing and rentals affordability	Promoting cultural festivals	Public murals showing diversity	marketing Staunton showing diversity
White fragility - those traditionally centered being resistant to change or critique. Support from leaders. Funding. Embracing recommendations from DEI consultants. (Having DEI consultants in the first place!)	Housing breakdown: What disparities exist in residential occupancy in terms of racial, income level, age, disabled persons, gender, education? Own versus rent. Rental rate. Rental pre-requirements. Employment: Wages/Income in relationship to race, , age, disabled persons, gender, education.	DEI edu in schools, city government, community	Housing	Employment	Municipal Services and accessibility	Representation

**Equity and Diversity Commission Survey
Online Repones**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Lack of leadership opportunities for minority community members.	Don't know.	Educational inclusion.	Employment	Voter registration	All diverse community representation	Include more young Community representatives
The seemingly racist and ableist mindset of the council majority is not helpful. The lack of diversity in our city and school employees preserves an old south feel and may leave people questioning if they belong here. It's like the effects of segregation still linger here. Like no effort has been made by white people in power to invite and embrace involvement by Black and Indigenous people in city affairs. There are decades of trying to ignore a painful past that must be worked through.	Annual breakdowns of city school staff demographics Annual publication of arrest demographics, accompanied by mapping which areas are most patrolled and neighborhood demographics An easy way for those needing accommodations to record when and where these needs were not met Income, homeownership, health/access to healthcare, happiness, life expectancy, level of education, participation in elections, eligibility to vote, Individual experiences. This is cannot be simplified to data.	Ask BIPOC, LGBTQIA, disabled what they want	ADA compliance and accessibility/accommodations	Assess and redesign policing strategies	City employees who reflect Staunton's diversity	Reparations
Politicos that seek to divide	A well-publicized city website of standing surveys nominated by the commission and for our citizens that can trigger a petition requiring council response—or even ballot referendum—depending on thresholds of participation.	Immigrants & Refugees	VSDB Community & other disabled citizens generally	Elderly, especially impoverished	Religious minorities such as Jews & Muslims	Veterans & their families
A relatively modest number of students going on to post-HS education, whether it be a 4 year college, community college, or technical school. As a result, lower incomes and lack of affordable housing negatively affect their economic and social status, as well as their ambitions.	A demographic survey of all public and private employees in the city that shows their age, gender, race, and highest level of education achieved.	Research the best practices of cities our size.	Proactive outreach to disengaged communities.	Invest in more robust career counseling services.	Publish all opportunities for civic engagement.	Examine recruitment policies and practices.
Fear of change and an unwillingness to deal with difficult issues like race.	The diversity representation in government, schools and in local businesses	Hiring diverse talent	Uncovering evidence of structural racism	Appointment of an independent diversity expert	Developer a comprehensive plan with timetables and	Constantly improve based on experience

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Defensiveness and denial of some leaders. Lack of participation in city government. False perceptions and ideas. But these aren't really barriers, if people are willing: to listen, to try to understand, to cooperate, to change, to examine themselves, to have empathy, to spend time, to seek training and information from reliable sources, to try and fail, to foster a formal intentional process, to reach out to the community - talk to them where they are not just hope they come to meetings	Periodic community surveys and public meetings to record input from residents. Affordable housing data. Voting data. Demographic changes. Job/employee statistics.	Normalize conversations about race and equity	Organize for racial equity	Build organizational capacity within government	Engage communities to advance racial equity	Engage communities of color
Lack of diversity in makeup of council. Not encouraging a free exchange of information and ideas during council meetings - there should be a question and answer period, where the public can get answers from council when they don't understand why certain decisions were made.	Monitoring outcomes. When something is referred to the proper person or department within city gov't, follow up with both the citizen and the employee assigned to interact with the citizen. "Was your issue resolved to your satisfaction? If not, why not?"	Funding allocations that lift up poorer citizens	Policing oversight	Inequities in education		
Racial, ethnic, and political divisions that equate diversity and equity with favoritism.	Work force composition. Promotion patterns. Disciplinary records. All these by those areas where the city seeks equity and diversity.	School system	Police force	Fire department	City Hall	City Council
The city council and white supremacy rampant in this area.	Data on the diversity of key jobs in city government; data on interaction between police/sheriffs and members of minority communities.	Police/sheriffs relationships with and attitude	Equity in selection for jobs, esp. teachers	How Staunton can be a welcoming community	Addressing issues white people want to ignore	Assuring that real history is taught in schools

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Staunton must have the will and conviction to go the distance to make it a diverse, equitable, and inclusive community where all citizens have the opportunity to live a quality life and contribute to Staunton being a preferred city to live and progress.	Minority Homeownership; high school graduation rates, HS students going to college/trade schools; drop out rates; reading, math, scores elementary, MS, HS; median household income; poverty rate; unemployment rate; affordable/available housing; hiring stats of majors employers; access and availability of health/mental health services; range of recreational venues for various age groups; average cost of daycare and range of childcare services; transitional housing for Valley Mission clients;	Employment	Housing	Education	Poverty	Mental Health/Health
	I cannot answer this without your definition of equity and diversity in the community. You have to set objectives and then define ways of quantifying them. Is your goal really diversity meaning a different balance of race or gender?	Collect and evaluate existing data and reports	Define objectives for community	Investigate experiences of other communities	Hold hearings to hear from community segments	Structure a report with recommendations
The majority of Council aren't aware that it is an issue and/or don't seem to care. Also, the City is extremely segregated and there are not as many places as there should be where everyone is comfortable to eat, shop, recreate.	Citizen input is essential	Address concerns about micro aggression in town	Work with local business leaders	Engage MBU students and faculty	Engage local educators	Engage local orgs concerned about equity
We need to respect one another and don't need another commission!!!		No commission	No commission	No commission	No commission	No commission
Most people in leadership on city staff, government, school leadership, and boards/commissions are white. Equitable outcomes can't be achieved if we're perpetuating and upholding systemic racism and oppression. Your HR guy? Yeah, start there.	Stats from school district, percentage of BIPOC staff members in all departments of city staff, data on income and housing stats from within the city, data on disabled community members and accessibility.	Increasing diversity in govt	Increasing diversity in staffing	Increasing accessibility	More visible messaging re: equity from city govt	Increasing diversity on boards/commissions

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Poorly performing public schools. Onerous zoning and historical preservation laws that make it expensive to renovate or remove dilapidated properties. These cater to the desires of the wealthiest and most privileged members of the community while making it difficult, and at times even prohibitively expensive, to revitalize neighborhoods that have gone downhill. Crime and substance abuse/mental health issues. I live near Valley Mission and lots of people aren't getting the help they need	Pro-actively engaging with the people you are trying to help Assessing the impact of city regulations with respect to forming new businesses, educational opportunities, and revitalizing neighborhoods.	Improve sense of community	Job growth and new business formation	Education	Fixing depressed neighborhoods & infrastructure	Crime, substance abuse and mental health issues
This survey is a barrier. Only those who have internet access it and those who feel comfortable typing long sentences will complete this survey. Is this survey being taken to low income housing developments? How will people with disabilities access this survey? A multiple choice or likert scale survey would of been best. You will never get a true picture of the needs of the Staunton community with this survey.	Employee diversity. Diversity in business ownership/minority owned businesses. Diversity in professionals (doctors, mental health professionals).	Revitalizing the West End of Town	Increase/attract/retain black owned businesses	Increase/attract/retain black professionals	Implicit bias training for all employees	Look at city data and note inequities
When Political ideology and partisanship blind people to humanity, compassion, and basic decency it is difficult to make headway in areas where people are "different." Staunton was a better place before it brought state and National political allegiances into the local community where we don't vote on or deal with those state and local issues anyway. So let go of the National scene and re-focus on Staunton life. Not enough outreach to the poor.	Ask the experts.	Hiring	Programming (like parks and rec)	History (tell bigger Staunton story, scars & all)	Economic paths to betterment for the poor	Healing — bringing people together

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Define "equitable outcomes". I do not believe Staunton has the ability to provide such. However, there may be things that could be done by Staunton to provide more "equitable opportunities". This I heartily encourage.	Oh my, what an open-ended question! All sorts of data on neighborhood population, economic condition, school coverage, school test results, city budget/expenditures, etc. How can you ask such a broad question?	Taxes	Facilities	Services	Education	Employment
Staunton City Council members continuously delaying actions	Having welcoming and open activities to the public.	Equity and Inclusion	Racial and cultural input	Leadership representative of cultural groups	Knowledge of various cultural groups.	History of all groups in the population
The political climate affecting us all, as America is now in a cultural civil war in which lies and misinformation and hate abound in order to support a political party's point of view.	Income, housing, academic achievement, equal funding to all wards in the city, public pronouncements and visionary programs that embrace, encourage, and enhance unity over division.	Education	Hiring	Housing	Public relations	Government appointments
The law protects and encourages equal treatment of all people. Trying to achieve equal outcomes is contrary to the law.	None	I am not in favor of such a commission				
There are certain city council members that are MAGA supporters that need to resign as most MAGA supporters don't believe trump lost.		Equal opportunity for city jobs of minorities	Encourage the Augusta to adopt transgende bathroom	Get rid of anything with civil war names on them		
I am not familiar enough with Staunton's efforts to comment.	Incarceration rates, with demographics and specificity of crimes; demographics of ALICE population in Staunton; graduation rates with demographics; employment rates with demographics; demographic reporting of clients served by agencies and organizations in Staunton; visually representing how much tax dollars are spent in each neighborhood; surveys measuring citizens' satisfaction with city government, services, agencies, etc (ie police).	Identifying historical harm and trauma	Reparations for historical harm and trauma	Asking marginalized communities what they need	Working with communities to deliver what they need	Centering the voices of the marginalized in this
City Council members currently do not reside in the West End - establish geographical City Council residency requirements	Start with a simple spreadsheet and/or challenge dashboard outlining challenges, low-hanging fruit, opportunity areas, tracking progress and accomplishments against each challenge	Distinct diversity challenges of each City area	Special focus on lower-educated residents' needs	Educate area residents on the challenges - news	Advertise successes/progress as commission advance	Identify the real, priority issues as a first step

**Equity and Diversity Commission Survey
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Not all people are allowed to be open and be who they are. There is no public forum to express opinions without the venue turning ugly. Everyone should be able to voice their opinion without being threatened or belittled. Quit erasing history. Learn from it.	# of events directed to specific groups (LGBTQ, etc) vs. # of events directed to the community as a whole cost comparison for each event collect initial data on subdivisions within the city: crime rates, graduation rates, community events, tax rates, population rates including subgroups of populations; monitor the data annually for equity	Promote equality for all peoples	Remove terms promoting inequality	Promote free speech and assembly for everyone	Offer activities to bring the community together	Limit activities geared towards one specific group
attitudes of people who don't have problems with this.	don't know	equality of opportunity for work and housing				
There is still a divide between neighborhoods, students and citizens need to feel as though they are as valuable as any other citizen. I also see some explicitly racist activities that further the divide—trucks going around the park with the confederate flag should be stopped; it is not freedom of speech to openly intimidate people of color. We need to acknowledge that we inhabit the unceded territory of the tribal nations our land belongs to at EACH public meeting.	evaluate historically redlined neighborhoods to assess educational outcomes, environmental factors, access to transportation and healthy food/activities. Create opportunities—transportation, reporting initiatives to address discrimination, create a blind hiring system that only considers education/training.	Hiring	Social Justice	Fair elections—access to voting (precinct balance)	Community input	Bystander training
I see a lack of trust in the work of our population to achieve goals together.	Jail/prison population by race, hospitalization by race, employment by race, church membership by race, participation in elections, etc.	Schools: faculty diversity, student involvement.	Community help promoting Staunton's diversity	Work together on wellness and fitness.	Work with existing community organizations	
Small percent of persons of color as residents	Spanish language speakers w city and schools jobs	Spanish language				
Old established neighborhoods are very tightly knit. Social change is hard to come by in some neighborhoods.	I am not qualified to answer that.	Bring church leaders in on decision making.	Teachers need to model loving controlled behaviors	We are all human beings. Let's start with that.	Wisdom is tantamount in creating connections.	Smile more!!!!

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Difficult to say. Hiring from within or only those who are “born and raised” is always an easy way to indirectly put yourself in a never ending cycling of same-same. Asking outside parties is always helpful to maintain a full picture of our community’s happenings, but there is less red tape to make changes when, for example, a city planner, city manager, or other key staff represent and have other views and experiences and can make quicker decisions that benefit DEI progress. If that makes sense	Identify historical inequalities that prior generations put in place that still affect our minorities communities. Reach out to nearby municipalities who have already put in some work in DEI, review their data and see what could then be done here. Better partner with area non profits who do works for minority groups, review the changing census data for the last 20 years for Staunton, the county, and our region to see how our demographics are shifting. I don’t know what else.	Building better bridges in our black community	Acknowledging our disable community	Supporting the growing Latino population	The LGBTQ+ community	making systematic racism unwelcome
Conservative and religious white demographics, confederate mythologies & pride, fear, disenfranchisement in government and society, lack of education about race, diversity, and real history, lack of opportunities and safety for all people.	demographics, better understanding of peoples lived realities and challenges, who is hired	self-study & focus group	research best practices, initiatives, consultants	policies, education, incentives	secure funding for infrastructure, action grants	support services & opportunities 4 diverse people
Our city council does not reflect the diversity of Staunton. That is a big barrier to minority voices being fully heard and understood. It is a good step however that this Equity and Diversity Commission is being formed.	I am currently doing English tutoring with a refugee from El Salvador. She and her husband and children live in Staunton, they have been here two years are here legally and are applying for asylum. They are living under the radar as far as local assistance goes. I gave them info on 911 and Medicaid, and took the wife to Urgent Care when she injured herself . We need data on people like this living here who have little support, so that they can more easily access resources and integrate faster.	Reachout to immigrants and refugees	Mentoring minority candidates for public office	Diversifying the teaching staff at our schools	More cross-cultural events	Ensure our laws are equally enforced
		Diverse city work force	Park events that attract diversity	Best practices to deal with hate speech	inequities in loans for homes	

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Elected officials being close-minded and “out” for their own interests that belie non-partisanship. It was extremely disturbing that the town council couldn’t even sit together during lunch at their retreat. This was not a propitious start.	I don’t feel qualified to answer this question.	Inclusive participation	Visibility of the commission	News coverage of commission activities	Transparency	Continuing input from community
It’s in the South. It’s hard to draw people of diversity to a small Southern town.	Merchant data (see above), MBU retention rates (50% people of color), % of people of color interviewed for city positions and school division positions,	Hiring practices in the city (and county)	Increasing diversity workshops with school petsonn	Increasing diversity offerings for children/parent	Redistrict schools to redistribute wealth and need	Increase social opportunities across neighborhoods
Why do uneducated people assume that this goal is necessary, particularly at the local government level? So Staunton local government should have more power to take away freedom or income from responsible residents to give to others; Really?? Who designed this survey anyway? Your assumptions go against all basic knowledge of survey research; this is an insult to most educated individuals.	What a very scary assumption. This has nothing to do with local government services and everything to do with radical leftist flavors of the month. It is a complete insult to anyone who is beyond a two figure I.Q.	focus on encouraging personal responsibilities	don’t have children unless you have a high school	degree and are married	Encourage a strong work ethic so Latinos don’t	take all the jobs
Homogenous good ole boy culture, lack of openness to explore full history, and underground networks and politics that retain oppressive powers	Benchmarking data from other cities same size work on DEI initiatives and changes Community polls on acceptance with equity diversity and inclusive practices Normative Data and positive outcomes	West end Staunton	Communities of color	Religious diversity and inclusion	Support immigrant & out of areachoose to resettle	Improve Access to financial aid and support
The current political climate is such that no one listens to another. There is also so much misconnception about CRT which has been made to be a political hot-topic. I honestly do not believe that minds can be changed.	You can start with the number of incarcerations and school suspensions of minority and vulnerable populations. You should also include the rather large Deaf population for input on communication barriers in the city. I'd also include those with physical and mental health issues to see how they are included in the city's government process and simply getting around the city.	education on DEI	participation in public service			
An old school, all-white, privileged city council	An interface protocol for data systems to share information amongst silos of service providers.	Hiring, especially for higher management position	The jail	Booker T Center	Housing	Mental Health

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Systemic racism; special interest groups who are more interested in power and their profits than serving citizens; political leaders who are "bought" by special interest groups	number of homeless; number of affordable housing units; data from schools on children who are food-insecure; local unemployment rates	Affordable housing	Accessibility for people with disabilities	Promoting diversity in the local workforce	Creating safe school environments	Promoting diversity in City government
Polititians and division	The community leaders would know best.	Bringing people together.	More diverse police department	Politicians need to stop being decisive.	More Community Input	Have the board a mix of all folks in the community
Closed minds Fear of change Fear of losing power Political bias Not involving all groups of citizens in planning, Including teenagers and college students.	Survey through the churches, designed and distributed by the ministry. Survey through LBGTO center.	Housing	Transportation	Open-minded , committed City Council	SDDA planning inclusive programs/events impetuses	Competitive grants to encourage group involvement
Visibility in the downtown. More access to marginalized business owners and immigrants.	Tracking Use of space in downtown harrisonburg, who owns spaces/who has access/uses spaces.	gender and sexual expression diversity	Racial diversity	immigrant resettlement programs	Critical Race Theory education for the public	more opportunities for marginalized business owner
The history of southern influence, neighborhoods, schools Bessie vs mcswain, barriers of confederate flag being considered history instead of sending a bad message.	Elementary school diversity, business owner diversity records,	Schools	Businesses- Beverly and warf	Parks	Real estate	Programming- festivals, etc.
- existing culture and reluctance on the part of individuals to actually examine their attitudes - tendency to hire "folks like me"	#NAME?	city employees	recipients of city services	allocation of city resources to encourage diversit		
Need for a clear mission statement for both City Council and City Staff that emphasizes how and why Staunton actively promotes and supports equity and diversity; need to overcome negative and mistaken associations with diversity; finances ---- need to allocate and in some cases raise funds in sensible and fiscally responsible ways that raise-up the whole community (ie. equity)	There should be at least one formal annual report issued by relevant City Staff --including City Schools --that is given to the Mayor and City Council. In turn, this should be made fully available to the public using diverse media. Both groups should dedicate at least two workshops each year to address equity and diversity goals and concerns.	Support for Minority owned businesses/entrepreneur	Coordination with cultural/faith-based groups	Help Create an Annual Report for the City	Study housing issues related to equity	Promote voting and other forms of public service

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Perhaps if we were to look at some of the city laws, zoning procedures, economic development, education, public safety, housing, we would be able to identify systemic barriers to achieving equitable outcomes. Why are some elementary schools in the system struggling where others are not? Does it have to do with the neighborhoods from which the students come? There may be barriers to equitable outcomes found in where people can afford to live.	First we must understand what equity and diversity would look like in our community based on our demographics. Once we know that, we can collect and review the data to see where we are which helps us to know where we need to go. Data would include examining neighborhoods and how they came to be, schools and why some are doing better than others, incarceration information, enforcement of city laws, zoning policies, number of minority owned businesses in the area, etc.	Systemic policies working against equity/diversity	What is equity for the city & how do we measure it	How diverse are we and how do we measure that?	How do we increase diversity in city government?	Better publicize what the city is doing ie surveys
Small mindedness	# of voters, volunteers, committee and commissions.	Inclusion	How to get involved	Diversity coordinator	Meet basic needs-housing, food, health, education	
Re disability equity, Staunton needs better access to public spaces. For example, the front door to City Hall should be unlocked for entry during evening hours for City Council meetings. More handicapped parking spaces on side streets near Beverly because when it's closed off, there's no place near by to park. Benches downtown and at the wharf and other places like Barrister's Row and Central Ave to sit down. Accessible Pocket Parks. Shelters with benches at bus stops, picnic tables at the Hub..	Idk. Ask them at VDSB and Woodrow. They have libraries and librarians with lots of information re disability community. Voting data; MRRJ data, and incarceration rates across populations; how many homeless people and who are they; how many people use the Food Bank and pantries; how many children are suspended from school and who are they; how many people use the golf carts; how many Latinx and Black and Asian people are on Boards and committees; who gets mortgages; who uses the parks.....	Racial equity in City government and agencies	Disability equity, accessibility, universal design	Income equity	Housing equity	Education equity
A failure to understand white fragility and racism.	Climate survey/ Open forums/ Focus Groups	hiring practices	education	cultural competency training for employees	grant writing/funding for outside facilitators	programming
Ignorance, misunderstandings, grandstanding -Can the ignorance displayed by many re: the systemic racism faced by People of Color every day of their lives be cured? -There are not enough anti-racist efforts ("anti-racist" = seeking actions to actively fight against racism rather than passively claiming to be non-racist). -City Human Resources should not be involved in this selection since they have had decades to advance this agenda and they have not!		Hire an Equity Officer who then chooses Commission	Communication w/ the diverse Black Community	Work w/ BTWHS Alumni on current & future projects	Budget funds for BTWHS upkeep & renovation	Re-establish BTWHS as a vibrant Community Center

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(1) A lack of awareness - for many City leaders and residents - of the underlying systems that fuel disparities in health, education, employment, small business development, and income. (2) Resistance to accepting the inherent worth and dignity of every human being, independent of their race, ethnicity, gender, sexual orientation, sexual identity, and ability. (3) The national politicization of issues of equity and diversity.	(1) Surveys of each impacted community regarding their experiences of inequality and discrimination, and their ideas for policy development. (2) Collect data on disparities in education, employment, unemployment, income, homeownership, small businesses ownership, and representation in City government. Then design policy legislation to address those disparities.	Research disparities for each impacted community	Social and racial equity training for City leaders	Community equity and diversity education	Community input for an equity policy	Create equity and diversity policy legislation
It seems perhaps City Council doesn't want to hear from their residents about the various issues. Eliminating dial-in comments from council meetings prevented the disabled community from expressing opinions. Eliminating curbside recycling pickup prevents elderly and lower-income residents from participating. Increased tax rates causing gentrification. Low pay rates for city employees (not in management) keeps Staunton at or below poverty levels	This survey is a great start but did it reach the lower-income folks, the folks who can't access internet, the elderly population who can't see it? The census has information regarding income and poverty rates for each city: is Staunton paying their employees fairly or are they moving for better paying jobs? Are taxes too high or are people leaving the area? Can single people afford housing and childcare? CAPSAW usually has surveys as well. Keep asking the residents who need the help!	Disability services	mental health services like Shenandoah Clubhouse	affordable housing	elderly population: food insecurity and housing	
Work toward creating a culture of inclusive participation. Sometimes meeting formats just make people nervous. Openly explain what is happening and why it must follow a certain format. But give citizens more opportunities to explain their concerns or opinion. Explore how to encourage participation from a broad representation of the City rather than just special, focused concerns. Taking time to review and acknowledge comments before decisions may help people feel they are participating.	Comparison of City services provided, City development activity, etc. with local demographics. Review the physical condition of each area of the City and compare with spending CIP priorities. Review makeup of City commissions and staff and explore how they reflect the needs and demographics of the community.	Improve City meeting participation	gather the desires of the broad community	Condition of neighborhoods compared to CIP	illustrate/educate how City actions benefit all	integration of findings with all City actions

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I think the question may be flawed as we haven't determined if there are barriers- why set up a commission?	There is a lot of info on the city of Staunton on the internet, it's population, it's workforce etc. these numbers are broken down into ethnic / racial groupings - take a look at this before you proceed					
Residents who believe that things should stay as they are	Not sure	Providing more resources to underdeveloped areas	Vocal support of equity efforts at schools/library	Support for underrepresented businesses owners	More representation in city positions of power	Hold police accountable for any unjust responses
Lack of awareness is the first big stumbling block. Most of us live with blinders on until we are directly affected. Committing to providing a safe and open forum so that marginalized members of the community feel they can express their struggles is very important. Asking for names and addresses on a questionnaire like this is intimidating and will silence some who need/want to speak.	Statistics of employment, including race and gender, income in relation to those is a start. You also need to look at housing and food inequity. The elderly and the "disabled", which incorporates a vast number of issues. The city must be actively engaged in these arenas dialoguing with those communities and establishing relationships. Numbers are nice, relationships are key.	Race	Gender	Disabled	Accessibility in all arenas	Housing and food
Racism in our schools and the lack of a disability board like Waynesboro and Rockbridge Co. have.	Review of the census, ascertaining the demographics of who's on what board.	racism in our schools	support for LGBTQ youth in our schools	balancing the membership on City boards	creating a disability board	

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Staunton and the committee members who are not inclusive to EVERYONE, targeted marketing that doesn't include broader groups of people so we can be a diverse community....	Probably not because being diverse also means not EXCLUDING any groups of people... meaning you can not target one set of people and EXCLUDE everyone else who doesn't fit in that category.... we would love to see everyone targeted to generate more income for struggling small businesses... putting an emphasis on revenue generation for not only the city but the businesses that pay taxes as well....	ON EVERYONE	ON EVERYONE	ON EVERYONE	ON EVERYONE	ON EVERYONE
Transportation, education, connectivity to the Internet.						
Personal ignorance and a worn out status quo.	Track the success in the school systems. Look at the correlation between economic status and achievement. Also look at neighborhoods and resource accessibility.	Public transit	Healthcare access	Wage discrimination	Neighborhood revitalization	Public resources
Community "buy in" would be the biggest to address as a potential barrier. In this community there is currently a huge divide, which sadly feels largely politically related. But the nature of partisan practices among community members has been shown to repeatedly impede our city's ability to move effectively and sustainably into a space of equity and inclusion. Other barriers include a lack of understanding of the true diversity of our community. It's hard to celebrate what you don't understand.	First survey/polling community members to understand the needs/deficits. Then-Quantity- how much work is done toward this goal of being a more equitable/inclusive city. Quality- does/did/can the work adequately meet the desire of equity. Community engagement- how many, how often, who/which community members engage the work	Workforce Diversity	Equitable access to services	Accountability practices	Conflict resolution	Community Engagement
Barriers include finances or appropriate resources, lack of community involvement or interests, which leads to disproportionate communities in education/education funding, health, access to food resources, housing, transportation.	Identify the gaps. Are we more equitable & diverse in some areas but not others?	Health/mental services	Education	Affordable Housing	Transportation	City councils & committees

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Ignoring the 95% and catering to the 5%. You're creating animosity in trying to make sure the 5% is in the forefront, and making no effort where other are concerned.	The only data I ever see is again, one sided. There are other issues in town that we are totally ignoring.	The community as a whole. Stop creating division.	Inclusivity should apply across the board.	Stop pointing out all the "differences".	Focus on unity, and what we have in common.	Build community not subcultures.
History of discrimination in many aspects of our shared history.	Ratios of ethnically diverse persons in public employment (e.g. teachers, administrative positions, elected offices, etc.); %-age of incarcerated persons: number of ethnically diverse clients of public services (e.g. DSS, legal aid, etc.); income statistics; food bank/soup kitchen utilization; use of other services (e.g. counseling, healthcare, etc.).	Hiring practices in city jobs & schools	Performance of students on standard examinations	Educating public on contributions to Staunton	Naming more public places (bldgs., bridges, etc.)	Encouraging/sup porting more diverse participation
There should be no barriers ,Staunton is a small town.	Census reports, voting reports, the black neighborhoods, the black businesses and the schools.	Black businesses	The school system	Black neighborhoods	Employment in the City .	The Police Force
White supremacy, structural racism, people wanting to hold on to power, resistance to change, etc.	It would be useful to have someone who was an expert in this area to lead us. We need a shared language/definition of what we are looking for.					
Past refusals to work on equal opportunities created skepticism over new efforts. There are people who see this as a zero-sum game and are afraid they will loose something. In addition, the lack of opportunities has limited the range of people available to work on the future. They either need to work or have never had the chance to see other communities where things may work better.	First I would look at what other communities and countries are doing. There is always economic data, income, home ownership, home value, years in home et c. There is educational data, finished secondary, post secondary, as well as discipline in school, lost days from school etc. I also would try to develop focus groups of various communities for assessment and guidance. There is always more but that come from talking with people and listening.	Involvement from various cultural groups	Assessing what has worked in other communities	Developing a feedback process that works.	Working with universities in designing strategies.	Finding money and that includes grants

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Imprisonment of non violent offenders. Extra fines for speeding in areas with higher land value. Speed traps in areas with higher land values, lack of traffic enforcement in projects. Make all ordinance/traffic fines equitable percentage income base rather then a flat egalitarian rate. Egalitarian in punishment/equitable to socio-economic status. Diversity on council. Our council should be made up of an equal number of representatives from each voting ward.	City managers list of construction projects dates between repairs and repavement pipe replacement. Access to all police patrols and Daily Activity Reports, List of trafic stakeouts. Copy of all disciplinary reports from Staunton City Schools	City Infrastructure (no Flint, Michigan)	Policing (mostly Traffic)	Education (fix Bessie Weller)	City ordinances and permits,	Equitable representation on council
Lack of interest in west end development, aesthetically pleasing buildings and trash buildup around homes/monitoring hoarding	Gym memberships, park use (measured at both parks), food sales	West end clean up and beautification	Job growth	Pedestrian friendliness	Community health	Smoking cessation
A city council that listens to needs of less fortunate. IF council sees this as important, they need to provide a member of council to all meetings as a liaison in a non voting capacity.	After forming this commission, have a non resident facilitator come in and lead group to set goals	have meeting with facillitator and then define				

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Barriers are wanting to develop and ruin the quiet small community, because it RAISES costs of EVERYTHING. Then no one is treated fairly, they are compromised by GREED like Charlottesville has.	Leave it alone, be discreet and help people on a one by one basis	Keeping it small and treating everyone fair.	Being kind to all without making it obvious	Keep free parking for people and no GREED	Focus on decent jobs versus the high rent	Watch crime	
The missing voices - it is a small portion of our community that is active locally and those are the people community events cater to; funding - with few high paying jobs in the Staunton area, it reduces our tax base which effects our ability to provide a quality education, clean streets and community events; Lack of representation of minority populations in city positions and administrative positions; Lack of quality low-income housing and child care	demographics of people participating in input requests from the community, city council meetings or communication; Performance and graduation outcomes in local schools; Demographics of children participating in parks and recreation activities;	Getting minority representation in city positions	Community outreach and expanding free events	Making the city more disability friendly	Creating city events that represent more populatio	Equal application of public works maintenance	
Not treating all employees equally with appropriate pay	Surveys	Jobs	Schools				

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?	Continue to monitor population demographics, incarceration figures, crime statistics, welfare and employment numbers					
An unwillingness to make real change from City leadership. Lack of diverse hiring among City staff, especially in leadership positions. Lack of communication between City and the community.	Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc. Data on hiring practices, including data on staff promotions. Data on diversity of hiring panels and hiring pools. Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts.	Improve City schools with a focus on equity	Increase equity and diversity training for employee	Create a Civilian Advisory Board for the police de	Increase childcare options and affordability	Refuse participation in a Middle River Jail expans
When you come from a legacy of inequality, as this country does, it takes active effort to make sure people have the same opportunities and the same outcomes available to them. If we are not putting in that effort, we will see the results in all sectors. (And we do). Those trained in equity and diversity will know how to solve this more than the average citizen, which is exactly why we need a professional hired.	Public data on Benchmark test scores by race (do black students need help, attention, and mentor shop they aren't receiving?), data on homeownership and loans by race, arrest and sentencing records (are black citizens being arrested more and sentenced more harshly? This would follow national trends), and suspension data in schools. Records of employment after incarceration. Anything that shows how well black citizens are doing in markers of success: homeownership, employment, education.	School Test Scores/Benchmark Testing/Suspensions	City Hiring being Representative of Population	Equity in Arrests and Sentencing	Homeownership and Loan Access	Assistance with Re-Assimilation Post-Incarceration

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Lack of access to affordable healthcare, lack of access to affordable mental health resources and lack of affordable housing	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc.	Create a City equity committee	Create a Civilian Advisory Board for the police de	Refuse participation in the jail expansion	Improve transparency between city gov and communit	Increase affordable housing stock
A woman was required to have \$1 million dollars as insurance to do a voter registration drive in Gypsy Hill Park. This was because she was harassed by another citizen. She was not supported by the city. That incident should be reviewed and corrective actions should be taken to prevent that type of neglect in the future. Active democratic participation is essential and should be protected.	Examine hiring practices and pay scales for all city employees. Examine zoning and allocation of city funds by neighborhood. Examine reports of harassment and racial violence. Examine disability access and ADA requirements for city facilities. Hire a 3rd party consultant (NOT a city staffer) to assess city programs for equity and provide a report on possible improvements.	Hiring/promotion practices.	Study the allocation of city funds by neighborhood	Encourage civic engagement and participation	Make equity commission meetings public and online	Have annual review of commission of goals/plans
Poverty, Budget, denial of the problem		diverse hiring	affordable housing	affordable childcare	add pre kindergarden to public education	Improve accessibility for disabled

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Poverty, Lack of access to affordable mental health resources,	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc.	Create a City equity committee	Create a Civilian Advisory Board for the police de	Increase childcare options and affordability	Increase affordable housing stock	Refuse participation in a Middle River Jail expans
Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard; lack of vision for what a community where all are equal really looks like	statistics about demographics of: city leadership minority communities homelessness food insecurity incarcerated city citizens diversity among city employees and elected/appointed officials	increase diversity of city employees	invest in all neighborhoods equally	invest in all schools equally	monitor law enforcement for bias against nonwhites	
It appears that Staunton does not have diversity of people working in city government. There are parts of town who have inadequate water and sewer. Zoning has been used in a manner that lowered property values and limited opportunities for marginalized citizens.		Employment opportunities	Rental property	Lending institutions		

Equity and Diversity Commission Survey
Online Reponses

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poverly, affordable housing, inequitable hiring for city positions of leadership, lack of adequate resources and lack of those in power reaching out to those who are marginalized.	Accessibility info, housing info, hiring practices, data on who is on city council and how they make their decisions,	Hiring practices	Inequitable education	Housing disparity	start an equity committee that is diverse	communication between city staff and residents
Assuming, as we should, that all barriers are unintentional, creating a climate of open conversation will quickly reveal the answers to this question.	This question, as well as the previous question, will be answered by the work of the DEI Task Force. Asking questions as complex as these within this survey place an inappropriate level of demand upon the survey responders. This survey design is cumbersome. Perhaps this design already yields some evidence of a lack of understanding of the needs and the tasks ahead.	Diversity	Equity	Inclusion	Urgency	Empowerment
People not knowing the history and what's holding things back now.	don't know	providing opportunities to improve things.				

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Online Reponses**

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Lack of diverse hiring among City staff, especially in leadership positions; Lack of support for equity initiatives from City leadership/staff; Lack of access to reliable transportation—other than car options. (More buses, more free access, more routes); policy decisions that don't take into account how they will impact marginalized community members —example: old people and the recycling change.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts; Data on accessibility throughout the City; Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc.; Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness	Create a City equity committee	Improve and increase city-wide accessibility	Reparations for actions that affected Black commun	Increase affordable housing stock	Improve mentoring to increase diversity on board
People's biases, eg the "boot strap" mentality. Underserved people with mental health issues Helping others not being profitable so there is never money for social programs and they often rely on volunteers or people who are paid low wages Childcare, housing, jobs, transportation are all areas that need improvement	I don't really know, I think this would be something that the commission would be responsible for looking into. I am sure that there are other cities they can use as a model.	Childcare / Early Education 0-3 and PK	Education K /12	Community Programs	City Leadership	Celebration of city diversity
Lack of communication from city leaders. Lack of trust between citizens and city leaders. Misguided priorities. Lack of community input.	Data on hiring, spending, decision making, community outreach.	Ensure equitable hiring practices	Create an equity committee	Allow more community input	Improve accessibility	Focus on revitalization efforts

Equity and Diversity Commission Survey
Online Reponses

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Engaging in the pocketed communities in Staunton and having healing discussions around hard topics.	# of homeless in Staunton, # of resources for families, # of families without transportation, # families without internet, # of people who have recently experienced racism, # of people who have recently experienced hate because of being LGBTQ, # of businesses that are actively inclusive and involved in community.	Race	Social economics	LGBTQ	Ageism	Genuine community engagement
Lack of access to affordable mental health resources, not intentionally reaching out to all community members, particularly those whose voices frequently go unheard, and lack of diverse hiring among City staff, especially in leadership positions.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc, data on who the city contracts with, their diversity stats, and how those contractors are chosen.	Improve City schools with a focus on equity	Reparations for racist historical City practices	Create a City equity committee	Refuse participation in M.R. Jail expansion	Improve and increase city-wide accessibility
An unwillingness to make real change from City leadership Lack of inclusion for all community members in the process Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard Lack of diverse hiring among City staff, especially in leadership positions	Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. Data on hiring practices, including data on staff promotions Data on diversity of hiring pools Data on diversity of hiring panels	Improve City hiring practices to increase diversit	Create a Civilian Advisory Board for the police de	Improve City schools with a focus on equity	Increase equity and diversity training	Improve communication and transparency

**Equity and Diversity Commission Survey
Online Reponses**

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Economic disparity and racial tensions.	Not sure.	Equity in public schools	School funding	Public access to affordable internet	Job opportunities for people of all education leve	Safety for minorities.
Denial on the part of folks in leadership positions. A lack of willingness to even understand how much they don't know, and that this is an academic topic which deserves attention and respect.	Data on accessibility throughout the City. Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data on who the city contracts with, their diversity stats, and how those contractors are chosen.	Improve City hiring practices / increase diversity	Create a Civilian Advisory Board for the police de	Increase childcare options and affordability	Increase equity and diversity training for employe	Create a city equity committee
Some barriers include (1) what appears to be an unwillingness to make real change from City leadership, (2) lack of support for equity initiatives from City leadership/staff, and (3) lack of inclusion for all community members in the process - there is opportunity for social listening sesions, etc.	(1) Data on hiring practices, including data on staff promotions (2) Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc.	Equity and diversity training - all city employees	Create a City equity committee	Improve communication and transparency	No participation in Middle River Jail expansion	Increase equity education in schools

Equity and Diversity Commission Survey
Online Reponses

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The solipsistic approach to how we are governing our city, by those who make the decisions	There are too many to list.	West End	Spring Hill	South Downtown/train tracks area		
White privilege; white people don't see equity issues because in most cases, they do not experience them. For that reason, having an all white Council maintains a certain level of bias against equity. City government needs to be absolutely transparent. Poverty, homelessness, mental health issues and the trauma that arises as a result of these conditions are barriers and must be studied and action taken and policies developed to create ways for people to move out of these conditions.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data on hiring practices, including data on staff promotions and on diversity of hiring pools.	Create a City equity committee	Refuse Middle River Jail expansion	Improve transparency between city and community	Equity and diversity training for City employees	Revitalize the west end and Uniontown
Lack of diversity (racial, ethnic, gender, income) in our local representatives. Lack of input from these groups being sought by elected officials. Small-minded people that resist change that requires them to think of others.	1.) Historical data related to lack of equity in housing opportunities, educational practices, hiring practices *with an examination of how those historical practices have modern day impacts. 2.) Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc.	More equity & diversity training in local gov't.	Increase transparency in local government.	Increase outreach to marginalized communities.	More affordable housing	improve public transportation

Equity and Diversity Commission Survey
Online Reponses

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Stupidity.	Contact the Chinese CCP.	N/A	N\A	N/A	N\A	N\A
The left	None	Not	Focusing	On	Equity	
Lack of access to affordable healthcare, Lack of access to affordable mental health resources, Lack of affordable housing, Lack of affordable food, Lack of access to reliable transportation, Lack of communication between City and the community, & Lack of support for equity initiatives from City leadership/staff	Data on hiring practices, including data on staff promotions, Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc., Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc., & Data on accessibility throughout the City.	Create a Civilian Advisory Board for the police	Refuse participation in Middle RiverJail expansion	Improve and increase city-wide accessibility	Increase affordable housing stock	Increase childcare options and affordability

Equity and Diversity Commission Survey
Online Reponses

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Poverty, lack of good child care , lack of mental health services, inequality of hiring practices, lack of trust. Board members serving the community should not be allowed to be funded by outside influences. That includes offices such as sheriffs.	Data which shows how much housing in different income levels is available and needed. Data about child care availability in different areas of city.	Housing	Childcare	Neighborhood improvement	Equality of law enforcement	Mental health resources
Too many white people here.	Track exodus of white people and increase of welfare rolls	Making city less hospitable to hard working people	Make common sense illegal	Insist on indoctrination camps for conservatives	Ask George Soros to send Antifa to help with #3	Find more money to waste on toaster equality
Lack of funding and support. Doing this survey just for “looks” and not truly understanding the very real need that exists, regardless of how many surveys are completed.	Arrest and Incarceration rates, access to transportation and mental health services, hiring practices, access to quality housing	Training - council members police teachers etc.	Accessibility throughout the city	Transportation	Mental health services	Job opportunities and hiring practices

Equity and Diversity Commission Survey
Online Reponses

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Poverty, lack of affordable housing, lack of knowledgeable and diverse representation, strong political partisanship that is aligned with policies that promote inequality.	Data on hiring practices, affordable housing, city salaries	City equity committee	Citizen police review board	Refuse participation in middle river jail expansio	Reparations for previous racist city policies	Improve how board/commissi on members are chosen
No coherency due to lack of a single forum of all civic societies.	Data that measures the focus areas defined by civic societies' consensus.	Consistently surveying civic societies	Promoting civic society importance	Organizing a civic society forum	Certifying the civic societies' forum minutes	Duly focusing on the consensus of the forum
Not advertising or advocating diversity and equality						
believing there is division	Fatherless children and split families	Job growth	Transportation	Quality education	Parenting classes	Strong police/fire/rescu e

**Equity and Diversity Commission Survey
Online Reponses**

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Lack of affordable housing, barriers in access to affordable healthcare, lack of diversity in city staff	Data regarding hiring practices as well as accessibility	Improve and increase accessibility	Increase affordable childcare options	Create a city equity committee	Increase diversity in hiring practices	Improve the process of hiring board members
Lack of initiative mainly.	Local real estate prices, taxes Business owner types Employment rates broken down per	Hiring practices	Representation	Goal setting and tracking		
* Lack of affordable housing * Lack of affordable food * Lack of access to reliable transportation * An unwillingness to make real change from City leadership	* Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. * Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them (if at all), the process through which the city chooses a non-profit to work with, etc.	Revitalize the west end Beverley and Uniontown	Improve and increase city-wide accessibility	Improve transparency between city and community	Increase affordable housing stock	Improve transportation and infrastructure
There are none!	I don't think any such "useful data" exists	There are no "top five" particular areas				
		Education	Housing	Employment	Making the downtown welcoming to all	
Poverty Lack of access to affordable healthcare Lack of access to affordable mental health resources Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard Lack of communication between City and the community	Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc. Data on accessibility throughout the City Data on diversity of hiring panels Data on hiring practices, including data on staff promotions	Improve City schools with a focus on equity	Create a City equity committee	Create a Civilian Advisory Board for the police de	Reparations for historical City practices that dis	Revitalize the west end and Uniontown

**Equity and Diversity Commission Survey
Online Reponses**

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Elected officials and city employees are not comprised of a very diverse pool of people, they know what they know, which isn't diverse to begin with which is a huge barrier to begin with.	No clue.	Historically black community trust building	Latinos	Lgbtq	Deef community	
An unwillingness to make real change from City leadership Lack of support for equity initiatives from City leadership/staff Lack of inclusion for all community members in the process	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts Data on accessibility throughout the City Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc.	Improve City schools with a focus on equity	Increase childcare options and affordability	Increase affordable housing stock	Create a City equity committee	Create a Civilian Advisory Board for the police
The major barrier is not lack of data or resources, but he unforgivable denial of our history of racial discrimination and oppression by some. Renouncing historical fact is to abandon reason and endanger healthy public debate. We saw this in recent debates about what to name old Lee High, and more recently in what to teach about cultural racism in schools. These debates were tarnished by those who chose to deny historical fact. To abandon fact is to invite chaos and hazard freedom.	Decisions on how to improve equity for our citizens should be contemplated and made by careful consideration of many data sets. To mention a few, those having to do with hiring practices, diversity of hiring pools, diversity of hiring panels, lack of equity in housing opportunities, educational practices, hiring practices, and so on. No stone should go unturned.	Educate itself about equity issues.	Sponsor public equity forums.	Create city equity advisory committee	Examine equity data and ID data gaps.	Look at a possible equity complaint process.
Poverty Trauma Lack of access to affordable healthcare Lack of access to affordable mental health resources Lack of affordable housing Lack of access to reliable transportation Lack of easily accessible affordable childcare Lack of support for equity initiatives from City leadership/staff Lack of inclusion for community members whose voices are often unheard Lack of diverse hiring among City staff leadership positions Lack of ongoing equity training from BIPOC facilitators/trainers	Data on local childcare opportunities, including available openings and affordability Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them (if at all), the process through which the city chooses a non-profit to work with, etc. Data on mental health care resources, availability (wait times), and affordability Data on arrests made due to mental health problems	Provide affordable mental health support resources	Providing easily accessible affordable childcare	Providing affordable accessible housing	Providing reliable affordable transportation	Establish a Citizen Review Board for Police Dept

**Equity and Diversity Commission Survey
Online Repones**

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Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard. Lack of diverse hiring among City staff, especially in leadership positions. Lack of communication between City and the community. Lack of ongoing equity training from BIPOC facilitators/trainers.	Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them (if at all), the process through which the city chooses a non-profit to work with, etc. Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on diversity of hiring.	Increase equity and diversity training	Revitalize the west end and Uniontown	Refuse participation in a Middle River Jail expans	Improve City schools with a focus on equity	Improve City hiring practices: increase diversity
Citizens who are excluded have no voice in city government. Poverty. Lack of affordable healthcare and access to mental health care. Lack of transportation. Need open communication between city leadership and community.	Current and historical data regarding lack of equity in Staunton education and housing. Data on affordable housing for people of color, elderly, LGBTQ+, people with disabilities. Childcare opportunities and affordability data! An assessment of Staunton's commissions and boards, who sits on each, and what decisions they are responsible for.	DO NOT participate in Middle River jail expansion	Increase affordable childcare	Create Staunton Equity committee!	Create Civilian Advisory Board for Police Dept	Ensure equitable education for BIPOC: preK-12
An unwillingness to make real change from City leadership. Lack of support for equity initiatives from City leadership/staff. Lack of inclusion for all community members in the process. Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts.	Improve City hiring practices to increase diversit	Increase equity and diversity training	Create a Civilian Advisory Board for the police	Improve communication and transparency	Create a City equity committee
		Equal opportunity				

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Online Repones**

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Lack of diverse hiring among City staff, especially in leadership positions. Lack of communication between City and the community. An unwillingness to make real change from City leadership.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen.	Create a City equity committee	Create a Civilian Advisory Board for the police	Improve and increase city-wide accessibility	Increase affordable housing stock	Improve City schools with a focus on equity
Poverty Trauma Lack of access to affordable healthcare Lack of access to affordable mental health resources Lack of affordable housing Lack of affordable food Lack of access to reliable transportation An unwillingness to make real change from City leadership - if leadership isn't willing to address the above, then the above will always be a barrier.	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, etc.	Improve City hiring practices to increase diversity	Improve City schools with a focus on equity	Create a City equity committee	Create a Civilian Advisory Board for police dept.	Improve comm./transparency for city employees
Lack of affordable housing, access to affordable mental health resources, and access to affordable healthcare are paramount problems. There is also a lack of diverse hiring among City staff, especially in leadership positions and a lack of communication between City and the community.	Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them, the process through which the city chooses a non-profit to work with. 2. Data related to housing, including access to affordable housing for various marginalized groups. 3. Historical data related to lack of equity in housing, education, and hiring practices with an examination of modern-day impacts.	Create a City equity committee	Increase equity and diversity training	Increase affordable housing stock	Create a Civilian Advisory Board for the police	Improve communication and transparency to citizens

Equity and Diversity Commission Survey
Online Repones

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Lack of diverse hiring among City staff, especially in leadership positions. Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard.	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen. Data on diversity of hiring pools. Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any).	Create a Civilian Advisory Board for the police	Improve hiring practices to increase diversity	Refuse participation Middle River Jail expansion	Create a City equity committee	More diversity and equity training city employees
Poverty Lack of access to affordable mental health resources and affordable healthcare Lack of affordable housing Lack of outreach to all community members, particularly those whose voices frequently go unheard Lack of access to reliable transportation Lack of diverse hiring among City staff, especially in leadership positions	Data on accessibility throughout the City Data regarding access to affordable housing for groups including the elderly, those with disabilities, etc. Historical data related to the lack of equity in housing opportunities, educational practices, and hiring practices with an examination of how those historical practices have modern-day impacts	Increase affordable housing	Improve and increase city-wide accessibility	Create a City equity committee	Increase DEI training for all City employees	Revitalize the west end and Uniontown
Entrenched prejudice and lack of accountability as well as politicians who bank their political careers on it.q	What do Outcomes look like across demographics?	Policing	Education	Access to city funds	Less corruption. What happend not who you know.	
Past poor treatment of minority businesses.	It would be best for the boards to present info and data without first presenting to city council.	Minority hiring throughout schools and government.	Remove outside money from local politics.			
Economic challenges and lack of opportunity.	population demographics including race, sex and age of those who live in the city, those who work in the city, and those who work in the city. Demographics for neighborhoods, including cost of housing, business to housing ratios, average incomes, race, sex crime, and access to amenities.	A more diverse workforce for the city	More understanding and education about diversity	Safety	Better schools	

Equity and Diversity Commission Survey
Online Reponses

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Lack of affordable housing, an unwillingness to make real change from City leadership, lack of communication between City and the community, catering to local people who already have privilege (straight, cisgender, white Christian ablebodied people, mostly).	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc, Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc	Create a City equity committee	Increase equity/diversity training 4 city employee	Refuse participation in MR jail expansion	More affordable housing	Better safety for LGBTQ folk, including children
Lack of communication back to the community on related issues. The lack of affordable housing and childcare negatively impact our community also. Our educational systems should also focus on listening to the needs of the student body and ensure a culture of inclusiveness and equity among all staff.	It would be helpful to know the make-up of our current City boards and committees. Do they truly represent the diversity of our community? Are all groups represented in the decision-making processes? It would be helpful if there was a "core" office that could connect all services vs. having to citizens having to search for various assistance, including housing, mental health care, childcare, LGBTQ services and support, disability services, transportation, etc.	Education culture focused on equity and inclusion	Staff and elected official training	More equitable and transparent process for Boards	Affordable Childcare options	Establish a City Equity Committee with support!
Inconsistent reaching out to all community members, particularly those whose voices frequently go unheard; lack of diverse hiring among City staff, especially in leadership positions.	Data on who the city contracts with, their diversity stats, and how those contractors are chosen; historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts.	Improve City schools with a focus on equity	Refuse participation in a Middle River Jail expans	Reparations for 1960s Central Ave “urban renewal “	Revitalize West End	
Entrenched racism and sexism. Poverty. Lack of access to basic resources such as health care, sufficient nutrition, quality childcare, affordable housing. A council unwilling to address divisive topics by listening to divergent opinions a attempting to resolve differences.	Hiring and retention data, Cost of living data. Desirability of Staunton as a place to live for recruitment of marginalized employees. Ex: why would African Americans want their children to go to a school named Robert E. Lee?	Create an equity committee	Reform hiring and retention	Improve transparency, communication and functionno	Improve access to affordable quality childcare	Commit to a multilevel community education program
Same as all communities....difference in income.	Graduation rate, college bound (for younger set), CSB clients, SACRA requests, etc. etc..	Education equity	Food needs	Healthcare	Affordable housing	Job training
Seems to be adversarial relationship s in current council/ administration.		School outcomes	Pproperty/tax costs			
Poverty, lack of healthcare	Data on the city's board commissions, on hiring	Improve City hiring practices increase diversity	Reparations for black Staunton families	Save the west end	Save uniontown	Do not expand the middle River jail

**Equity and Diversity Commission Survey
Online Repones**

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Poverty Trauma Lack of access to affordable healthcare Lack of access to affordable mental health resources Lack of affordable housing Lack of affordable food Lack of access to reliable transportation An unwillingness to make real change from City leadership Lack of support for equity initiatives from City leadership/staff Lack of inclusion for all community members in the process Not intentionally reaching out to all community members.	Data on hiring practices, including data on staff promotions Data on diversity of hiring pools Data on diversity of hiring panels Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts Data on accessibility throughout the City Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+	Improve City hiring practices	Improve City schools with a focus on equity	Create a City equity committee	Increase childcare options and affordability	Refuse participation in a Middle River Jail expans	
Lack of ongoing equity training from BIPOC facilitators/trainers for city employees/elected officials, an unwillingness to understand or listen to those who are willing/able to speak up about what they’ve seen/experienced.	Data on hiring practices, including data on staff promotions, Data on diversity of hiring pools, Data on diversity of hiring panels; Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, particularly in the Bessie Weller area. Data on who the city contracts with, their diversity stats, and how those contractors are chosen, Data on childcare in & near the city	Improve City schools with a focus on equity	Revitalize the west end and Uniontown	Not participate in a Middle River Jail expansion	Review how board & commission members are recruitd	Create a Civilian Advisory Board for police Dpt.	
An unwillingness to make real change from city leadership	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts	Improve and increase city-wide accessibility	Increase childcare options and affordability	Increase affordable housing stock	Refuse participation in a jail expansion	Improve process of board member choice	

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Over the past fifty years our nation and Staunton has lost sight of the fact that citizenship is hard work. "Americans do things not because they are easy but because they are hard." said John F. Kennedy. Two trends have replaced this ethic and created barriers. The current path to recognition is to define oneself as a victim, a tactic that devalues and obscures genuine victimhood. Letting the air out of three tires to achieve equity with a fourth flat tire is a temptation that has seduced us.	An inventory that includes but is not limited to the social, charitable, religious, recreational, athletic and health organizations in the city and county. These organizations mediate and develop personal habits that are important for giving people a sense of participation. This inventory has the potential to be an important toolkit in fostering useful participation which by default is inclusion.	Commit to the notion that citizenship is hard work	Focus on opportunities as a basis for programs.	Distinguish between true and faux victimhood.	Reciprocity as a key aspect of citizenship	
Divided city counsel members. And a feeling that "good old boys" run the show in Staunton not it's people.	Attendance to meetings, attendance to community events, number of minorities employed by the city of Staunton.	Outreach	Involving community members in decision	Creative fund raising	West end revitalization	
I would like to see Staunton's leadership be more active and more forward looking when it comes to issues of equity and diversity. Right now it all seems pretty reactive, which then sometimes creates additional missteps.	Staffing - who is applying for jobs, how are hiring decisions made, etc - but also committee service and volunteer or part-time positions of power. Who is making the decisions in this city? Whose voices aren't being heard.	Don't expand the jail	Equity training for city staff and city council	Increase accessibility	More communication and transparency	Increase affordable housing stock
Poverty and lack of affordable housing. From attending City Council meetings, I feel the Council focuses almost exclusively on economic development and pushes issues of quality of life to the side. Scarcity of access to free or affordable mental health resources.	Data on how people are chosen to serve on boards and commissions. Data on how firms that contract with the city are chosen - are they friends and relatives of people in government? Data on access to mental health services and services to seniors.	Diversity in hiring in government and schools.	Transportation for disabled and walkability.	Be proactive; inform citizens what gov't does.	Hire city equity officer.	Effort to revitalize west end.
Lack of housing that is affordable. Lack of city leadership willing to make REAL change. Lack of city leadership reaching out to community members who are not a part of their socio- economic group.	DATA ON THE FOLLOWING: Hiring and promotions City Boards and Commissions City accessibility	Increasing diversity in hiring practices	Establish City Equity Commission	Improve equity in city schools' staff	Uniontown and West End revitalization	Improve process involved in choosing boards/comms.

**Equity and Diversity Commission Survey
Online Repones**

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Those who are marginalized are often invisible to those of us who are not struggling with housing, childcare, transportation, etc. - and I suspect the city council members represent the latter group.	Historical and current data related to lack of equity in housing opportunities, educational practices, hiring practices and public transportation options/use - how have those historical practices have had modern day impacts.	City Council more transparent/open with community	City council solicits input from marginalized	Improve the city hiring practices re diversity	Increase equity in schools	Affordable housing
Poverty, trauma, lack of access to quality healthcare and particularly mental health support, the desire of community leaders to shove uncomfortable issues into dark corners and marginalize various populations, lack of diversity in staffing.	Data on hiring - recruiting, promotion, etc., not just percentages of total staff; data on marginalized populations, whether due to ethnicity/race/economic status/abilities, having access to resources.	Hire with a better focus on diversity	Without defensiveness, the uncomfortable conversat	Quality low-income childcare and housing	Equity issues in schools	
lack of affordable housing, lack of mental health resources, lack of affordable and available child care, lack of more efficient public transportation, lack of communication between the city officials and the community they serve	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area	Increase childcare options and affordability	Increase affordable housing options	improve diversity hiring practices	Do NOT expand MRRJ.	provide better mental health care options
Poverty. Trauma. Lack of access to affordable healthcare. Lack of access to affordable mental health resources. Lack of affordable housing. Lack of affordable food. Lack of access to reliable transportation. An unwillingness to make real change from City leadership	Data on hiring practices, including data on staff promotions. Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data on who the city contracts with, their diversity stats, and how those contractors are chosen. Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ, those with disabilities, etc	Create a City equity committee	Revitalize the west end and Uniontown	Improve City hiring practices to increase diversit	Improve and increase city-wide accessibility	More transparency from city government

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The goal isn't necessarily to have equitable outcomes, but equitable OPPORTUNITY. That is, everyone should be able to access the public resources that they need. Having mobile library support (something like a bookmobile, but with electronic support as well – wifi, printing, etc) would be beneficial. The most important would be to make sure that everyone is receiving quality educational opportunities. Mobility access is also important (pedestrian/handicap access, public transportation). Poverty.	Data on policing (stops, arrests, charges, etc.) Data on educational practices and outcomes. Data on diversity of applicants and hiring. Data on housing costs/tax assessments.	Do NOT expand the Middle River jail	Improve Staunton schools, especially marginal ones	Create a citizen review board for police dept.	Improve accessibility to city services	Create a city equity committee
Some city council members do not seem to understand what transparency in decision-making practices means to citizens and are not open to concerned/thoughtful feedback. Leadership lacks understanding of how diversity/equity would greatly improve gov't and citywide functioning. There is a general dearth of affordable housing. We don't have enough minority representation in leadership positions.	data on housing opportunities for minorities, disabled and mental health-challenged individuals. study on how city employees are hired and measure the lack of diversity therein. track number of minorities in leadership positions in the city, including on governmental boards and committees, school board, police dept.	improving communication betw. gov't and citizens.	equity training for all gov't employees.	equity officer on hiring team for all positions.	encouraging diversity in newly-hired positions.	public awareness of how equity improves all lives!
Lack of access to reliable transportation, lack of access to affordable healthcare services, including mental health and substance abuse services, lack of access to affordable child care, inability to afford food, housing, and other necessities.	Data on citizens' needs in relation to affordable housing, transportation, employment, healthcare, child care, etc. Data related to access to these things by various marginalized groups such as individuals with disabilities, immigrants, BIPOC citizens, the elderly, LGBT+ citizens, etc.	improve reliable access to transportation	revitalize the West End & Uniontown	create a civilian advisory board for police dept.	improve city schools with a focus on equity	encourage creation of Black-owned businesses
Lack of awareness of City leaders of the discrimination that elders, disabled people, poor and low income people, LGBTQ people, and Black people experience.	Accessibility for seniors and disabled people to leisure and entertainment opportunities, and to City services; Access of various marginalized groups to quality, affordable health care, childcare, and housing; and their access to City government leadership positions; and to jobs with good pay, benefits, and opportunities for advancement.	ongoing diversity training to City government	ongoing diversity education for Staunton residents	safe and affordable housing	high quality and affordable childcare	Black business opportunities

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To begin to address issues, the community needs to be willing to admit that problems exist. Often any diversity or equity discussions, particularly concerning race and sexuality, are dismissed as new, made up issues by agitators. Yet, the truth is that these issues have been long entrenched in our local history. If we ignore them, then they will continue.	Hiring of city and school employees; property ownership, graduation rates, etc.	Schools	Community relations	Less fractured and clique-ish city council	Diversity in hiring	Education on divided local history
"challenges" rather than "barriers": commitment to implementation of policy / programs over long term; adequate data collection; political polarization;	Census data / local community assessments / generate your own data - there are capable citizens willing to design and carry out such assessments for relatively little cost (cover cost of materials, etc.). Commission should keep in mind that they can often get answers to questions, even if data has not already been collected by another source ----- have members / citizen consultants on what's possible	transparency in its procedures	full distribution of report	fully develop policies programs based on findings	long-term commitment to programs, fully funded	data assessment of program efficacy, revise accord

Equity and Diversity Commission Survey
Paper Responses

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Persons that are of diversity in color (please of color, gender, etc_	honesty	transparency	action minded ideology (don't say, DO!)	full understanding that racism/sexism etc exists truly - no figments of imaginations	be accepting of people that do not look like them. Putting idle chat into action. Staunton talks but does not push for diversity. For example, superintended of schools Garrett Smith declared when he first came he would ensure more diversity. He has done nothing to create diversity in the schools. The same goes for City of Staunton . They do not want equity and diversity. If so, prove it. Let's see it.	NOTHING . Deep down Staunton does not want equity or diversity. The want to pay lip service. It sounds good but people of color after many years see no action.
self-confidence	courage to question and solve problems	an attitude for openness	integrity	persistence	creating this commission is a good first step	with respect to our city's leaders, I'm not sure
open mind	caring	creative				
wide range of involvements with others in volunteer	no agenda	active listener	ability to see beyond pettiness	innate intelligence	seek out candidates for open positions in places not usually solicited. Put out statements that are positive about wanting everyone to have a voice	talking to groups who represent the various cultures in the city
listening skills	life experience (career)	advanced education	travel out of Staunton to US cities	writing skills	arrange meeting at various locations for discussion groups, eg. City library the high school, etc.	don't know
racial diversity	f??? Diversity	LGBTQ+ diversity	income diversity (low income)	Place of origin/language diversity	fund essential community services properly and adequately. Library, schools. Recycling. Encourage and promote entrepreneurship and small business opportunities holistically	less golf carts. More recycling. I will pay more fees gladly to enjoy services that I value. Be more like Charlottesville or Alexandria. Less like Farmville or ??
Compassion	Kindness	Wisdom	Far sightedness	quick thinking	hire more women	no idea

Equity and Diversity Commission Survey Paper Responses

<u>Commissioner Qualifications</u>					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Common sense	intelligence	sense of duty	honesty	sense of humor	Give equal opportunity, freedom of speech equal support with common sense. We are all equal in rights (again with common sense) but we are no tall equal in talents, intelligence, ability and psychology. Equity is a stupid term	not sure
cultural sensitivity	understand ethnic values	supports numerous, diverse groups	understand systemic racism and priviledge	advocacy and promotion	public offerings that educate the cammunity about various ethnicities. Promote cultural events. Encourage students and adult contests with emphasis on diversity	I attended the Kwanzaa event at Montgomery Park. Funnding and advertising for this event was poor.
integrity	knowledge	compassion for ALL	ethics	focused on equality	A. Try to maintain equity in hiring and establish equity on City employees current and future. B. hire more minorities so A above is true. C. stress and have a plan to be inclusive of diversity in city activities (sponsored by city). D. Include funding for historically black landmarks, buildings and businesses. E. Hire more black teachers - please!	minimize & eliminate confederate names ans streets that condones the racisim of civil war "heroes." (I applaud those things already renamed!). Assistance for elderly and homeless. Try to make lunches available to as many as possible (free lunches)
open mind	listening skills				Community coversations/workshops/training	IDK
Honesty	openess with taxpayers	disclosure of all grants and monies and accountability by hiring and independent auditor/book keeper	agressiveness bring businesses to the West End and Downtown. The east crossing being emphasized on.	Be creative	More action and less talk and promises. Give more minority a chance at the jobs available if they are as qualified as their white counterparts. None at the parks and recs offices. None at the utility office. How do they appear? (jobs) Were they advertised! Don't everyone get the Newsleader so must be advertised elsewhere and by other avenues and media in addition to Staunton Leader.	Not much of anything. The 3 local areas supported and thereto financed by their local gov (Wyboro, H'burg and Ch'ville) have established an African American museum. They probably help to promote tourism. However all this chapter in Staunton has gotten is promises to help find a dwelling for the history documents, memorabilia, etc. Important thru the membership and hard work
Integrity	Strong listening skills;	Empathy;	Ability to think about one's own thinking - from where did it derive, a willingness and flexibility to analyze one's thinking and be open to various viewpoints;	Ability to risk vulnerability and engage in difficult conversations without leaving the table.	1- Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants. 2- increase transparency relating to how the City is run and how decisions are made. 3- invest in affordable, proven community mental health resources.	1- Appreciate that the city now allows remote participation in City Council Meetings. 2- Respect the City Council for the consideration of establishing an equity committee. 3- Valuing the inherent worth and dignity of all persons. 4- Promoting Justice, equity and compassion in human relations. 5- searching for truth and meaning with freedom and responsibility. 6- pride for a leader in Virginia to
Knowledge of equity	importance of diversity	life experience	knowledge of govt policy and procedures		All commitees should be required to recruit diverse members, all religions and cultures	Don't know

Equity and Diversity Commission Survey
Paper Responses

<u>Commissioner Qualifications</u>					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Someone with experience open minded concern for others					Dealing with issues concerning people of different race, disabled and seniors. Poor people need help.	Nothing
					Make downtown more accessible for handicap residents. Add more bus stops to the routes. Open the Senior Center. Have the Food Bank deliver to the housebound residents. Have benches around town	Nothing I have seen
Honesty					Stop using communist buzzwords	How are those golf carts working out?
Open minded	Non-divisive	care/advocacy for aged population	advocacy for the poor and disabled	Willing to seek modern solutions to medical, dental and psychiatric discrimination for help.	Provide supportive programs for minorities to address poverty, education, inclusion.	Can't make an educated comment. There is some advocacy but not enough for consistency and sustainability
Being able to work with people from all walks of life	being familiar with how many minorities are hired in different departments	able to communicate with a diverse groups of people			more inservice training. More housing opportunities for all people. A mixture of city government employees	I'm not aware
knowledge on racial history of Staunton	commitment to make needed changes for good for all citizens	ability to work well with a team of diverse people			hold town halls to obtain information from citizens on what is going on in the city to improve equity and diversity	I am not sure what is occurring in this area

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Paper Responses

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The citizens! The majority of the citizens do not want equity or diversity. Staunton is predominantly white and they do not want equity or diversity. They need to look at themselves and come grips with the hatred of others. No one can do this for them!	Check out why schools lack diversity. Why are all spinsters white year after year. Why such secrecy? Who knows about this club? City Council, School Board? Chamber of Commerce? Why few black businesses. Graduation rates, why more advanced degrees given to white students? Black/other lawyers judges?	Schools	Chamber of Commerce	Business		
citizens being unaware and afraid. Lack of resources for the commission members to do the work needed	I don't have expertise in this area, but possibly, data on household incomes by race, homeownership by race, job/career positions by race, high school graduation rates by race, etc.	food insecurity	affordable housing	education-high school and beyond	incarceration (including access to drug court)	access to health care (6) renovation of Booker T. Washington Community Center
		I have just moved to Staunton and therefore can't speak to many of these questions, but I am very interested in learning more about these efforts				
continued mentality that is short sighted and relies on old learned stereotypes	numbers of hires in city jobs and school positions, percentages of cultures represented in the city	equitable hiring practices	open forums to discuss issues	social activities that include all cultures	positive statements from city officials	listening sessions
social stratification	hiring records for city employments, progress of minority students in city schools	employment	school equity	communication of activities and efforts to the general public	financial/grant support of minority businesses	
The City Council majority today only cares about lower taxes and golf carts the City council's priorities are way off	income differentials. Educational outcomes. Business ownership	opportunity	education	basic services being first rate	support for disadvantaged/minority small businesses	diversity in employment in city (which seems good in some areas and bad in others)
old white men		Hiring with question #1 in mind	intellignet interviewing	asking the right questions		

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common sense and practicality. You can't make everyone happy. For example, whose first? And what is the most important subject.	Questionnaire like this are good. Should be found in more places.					
lack of funding. Lack of promotion about events. Limited number of cultural events and inclusion	increase inclusiveness in all events and expand presence of diverse groups in events and on committees	inclusiveness	increase promotion of diverse cultures	community education about anti-racism	funding for diverse events	cultural education and more presence of minority people and women in community
lack of love for our neighbors. Lack of understanding between people (not talking and interacting)	knowing the makeup of residents and city employees for equity. This is a good effort (this survey) if it is used and helpful	hiring practices	inclusive community activities	lower tax rates (just throwing that in)	support for homeless & elderly	
Thinking everything is ok as is. Allowing current power-holders to dominate discussions and decision making. Too much value placed on historic Staunton/white	Housing data. Discipline issues in schools by race/ethnicity. Law enforcement interactions by race/ethnicity	Housing availability	barriers for disabled	racial/ethic equity in schools	racial/ethnic equity in courts/justice system	welcoming/communi cation with immigrants
There has to be less talk and more action. Every year it's the same thing. Make improvements to the West End to no avail. For years use gov grant money to improve the West End of Staunton has been promised for years. Grant money is used for other things. Taxpayers deserve to know where the money goes. No minority American was given any of the small business covid 9 grant money.	Be honest. It was advertised on your website (printed 9/14/21) how many small businesses received it. An independent audit should be conducted and more accurate bookkeeping to keep and confirm that these businesses were awarded these grants instead of false lies. Also their actual dollar amount received should be disclosed instead of a range	property and real esate tax hikes. Appraisers show be fairer and consider widows and senior citizens and locality	more gov grants disclosed. Where is the grant money (thousands of dollars) also who make the decisions who to give grant to an amount being used			
1- Lack of affordable housing 2- Food insecurity 3- Affordable and accessible health care 4- The multiple sources of trauma eg, domestic violence, child abuse, harassment, inability to afford education, bullying, incarceration, racism and more 5- Lack of mental health care	Finding the truth and not relying on social media for opinions or to reinforce established beliefs	Improve city schools with a focus on empathy and equity	Increase child care options and affordability	Refuse participation in Middle River" Jail expansion	Increase mental heath resources	Increase equity and diversity training for all City employees and promote empathy
Encourage all businesses to hire more minorities	Survey employers as to the ethnicity of their employees	Employers	Education	Community activities		

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They are no aware of situations that are happening	Income availability of food for those that are hungry.	race	LGBTQ	disabled	seniors	poor
		Downtown accessible for handicap residents	more bus stops to routes	open Senior Center	Food Bank deliver to housebound	benches around town
Equity	Diversity is psychological suicide.	Honesty	Transparency	Good luck with those		
There doesn't seem to be that there are Councils that are willing to move forward with newer ideas (modern) that would prove advocacy.	Not sure	minorities	aged	gender issues	racism	education - what is equity and diversity
		Stoplight on Frontier Dr.				
whether the city is truly committed to diversity	the percentage of minorities working in city government	fair employment	equal housing	school system improved	(note: this survey was difficult to complete)	
		more affordable housing	better paying jobs	quality education system K-12	work to prevent flooding in the community	improved diversity among city government staff