



QUESTIONS? CALL 540.332.3810

DEADLINE: 5 p.m., APRIL 11

Equity and Diversity Commission Application

Thank you so much for your interest in the Equity and Diversity Commission.

If selected for the Equity and Diversity Commission, members must be able to participate as follows:

- All meetings will be conducted in-person and will be open to the public. If a member or their family member has a temporary or permanent disability or medical condition which prohibits their ability to attend in-person meetings, they may remotely participate pursuant to the Freedom of Information Act.
- The Commission's initial work will commence immediately upon appointment by City Council on May 26, 2022 with an equity plan presented to City Council in December 2023.
- The Commission's initial orientation and training meeting will be held on Saturday, June 4, 2022 from 9 a.m.–2 p.m.
- The full Commission will meet at least monthly, and/or in smaller workgroups, on dates/time to be determined.
- The Commission will conduct one official public hearing before the equity plan is presented.
- The Commission will conduct a series of community convenings to inform the development of the equity plan at locations across the City of Staunton to be determined by the Commission.

These are definitions of key terms used throughout this application:

Diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, learning styles and the rich dimensions of cognitive differences.

Equity refers to the state, quality, or ideal of being just, impartial and fair. Equity ensures that individuals are provided the resources they need to have proportionate access to the same opportunities as the general population. Equity represents impartiality, i.e. that one's identity has no influence on how one fairs in society. Strategies that advance equity require an analysis of the historical and, in many cases, persistent (systemic) factors that create *unequal* conditions and thus unequal opportunity for certain groups of people.



Inclusion authentically brings in traditionally excluded individuals and/or groups into processes, activities, decisions and policymaking in a way that shares power.

Please provide the following information:

Name:

Address:

Contact Number Daytime:

Contact Number Evening:

Email:

Our goal is to ensure that we assemble a broad and diverse Commission that represents the make-up of the City of Staunton and our surrounding communities.

Please tell us a little about yourself and thank you for participating.

1. With which racial or ethnic group do you identify?

- | | |
|---|---|
| ☐ African American | ☐ Multi-racial |
| ☐ Asian | ☐ Native Hawaiian or other Pacific Islander |
| ☐ Hispanic, Latinx or Spanish origin | ☐ White (non-Hispanic) |
| ☐ Indigenous American Indian or Alaska Native | ☐ Other (please specify) |
| ☐ Middle Eastern or North African | ☐ I choose not to answer |

2. With which gender do you identify?

- | | |
|--------------------------------------|--|
| ☐ Agender | ☐ Non-binary |
| ☐ Female | ☐ Transgender |
| ☐ Gender neutral | ☐ I choose not to answer |
| ☐ Male | |



3. Do you identify as LGBTQ+?

- ☐ Yes
- ☐ No
- ☐ I choose not to answer

4. Do you identify as a person with a disability?

- ☐ Yes
- ☐ No
- ☐ I choose not to answer

5. Please indicate your age range.

- ☐ 18-24 years old
- ☐ 25-34 years old
- ☐ 35-44 years old
- ☐ 45-54 years old
- ☐ 55-64 years old
- ☐ 65 + years old
- ☐ I choose not to answer

6. What is your household income?

- ☐ Less than \$20,000
- ☐ \$20,000 to \$34,999
- ☐ \$35,000 to \$49,999
- ☐ \$50,000 to \$74,999
- ☐ \$75,000 to \$99,999
- ☐ Over \$100,000
- ☐ I choose not to answer

7. What is your education background?

- ☐ Attended high school, no diploma
- ☐ High School Diploma, GED or alternative credential
- ☐ Some college credit, no degree
- ☐ Trade/Technical/Vocational
- ☐ Associate's or Bachelor's Degree
- ☐ Advanced Degree (Master's, PhD, MD)



8. How long have you been a resident or worked in the City of Staunton?

- ☐ 1 year or less
- ☐ 2-5 years
- ☐ 6-10 years
- ☐ 10+
- ☐ Lifelong Staunton Resident
- ☐ I don't live or work in the City of Staunton

9. What is your current vocation/profession?

10. Check each experience that applies to you (DEI = Diversity, Equity, Inclusion):

- ☐ Background working with DEI issues and priorities
- ☐ Experience with DEI grassroots community work
- ☐ Participated in previous DEI training
- ☐ Comfortable talking to others about inequities
- ☐ Comfortable talking with diverse groups
- ☐ Supports and believes in civic engagement
- ☐ Available to commit time to the Commission
- ☐ Business leader
- ☐ Minority owned small business
- ☐ Social programs leader/community nonprofit leader/board member
- ☐ Data expert - skills and experience with data analysis
- ☐ Religious leader
- ☐ Community and public safety experience
- ☐ Experienced housing and/or food instability

11. Please list skills, experiences, expertise, and knowledge you will bring to the Equity and Diversity Commission that will help further its work.



12. Interest/Community Service: tell us about any of your community volunteer experience (organization/your role as a volunteer/length of time).

13. Personal Statement: tell us why serving on the Equity and Diversity Commission is important to you.

14. If you are not selected to serve on the Commission, are you willing to volunteer in support of the Commission's activities?

- ☐ Yes
- ☐ No