



Equity & Diversity Commission Orientation

June 4, 2022
9:00 a.m. – 2:00 p.m.

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



Dr. Robin Hindsman Stacia

Virginia Risk Sharing Association
Inclusion Resident

www.sageconsultingnetwork.com

CEO/PRINCIPAL CONSULTANT

Sage Consulting Network, Inc.

CERTIFIED GOVERNANCE ASSOCIATE

BoardSource

CLINICAL PSYCHOLOGIST

HEALTHCARE PERFORMANCE EXECUTIVE (fmr.)

GREEN BELT

Lean Six Sigma Process Improvement

Diversity, Equity, Inclusion & Solutions

Certificate UNC Kenan-Flagler Business School
The Entrepreneurship Center

Equity & Diversity Commission Orientation

1. Review DEI Terms and Constructs
2. Understand the Commission's Charge and Expectations
3. Understand the Commission Members Roles & Responsibilities
4. Discuss Regulations & Logistics



Ground Rules: Creating a Safe Space

All participants are equal - no one has more authority than any other

Each person demonstrates independent mindedness

Avoid actions that are against the spirit of a safe space

One conversation at a time

Soft on each other- judgment free

Limit technology- leave the room

Stay engaged and present

Be prepared to experience emotional discomfort

No Fixing- let others experience their emotional discomfort- let yourself experience discomfort

Take risks

Speak Your truth – speak ONLY for yourself

Listen for understanding

Expect and accept non-closure.

Understanding the Commitment

**Collective
Commitment**

**Governance
Commitment**

**Commitment
Personal
Journey**



Diversity, Equity and Inclusion practices
are not about checking the box.

It's an opportunity...

CELEBRATING INCLUSION



CELEBRATING DIVERSITY & INCLUSION - STAUNTON

We are unique individuals
with complex
personalities, experiences,
and beliefs.

Despite our differences
and uniqueness, we also
have much in common.

When we connect on a
deeper level, we discover
how much we share.



Introductions

One word or phrase that resonated

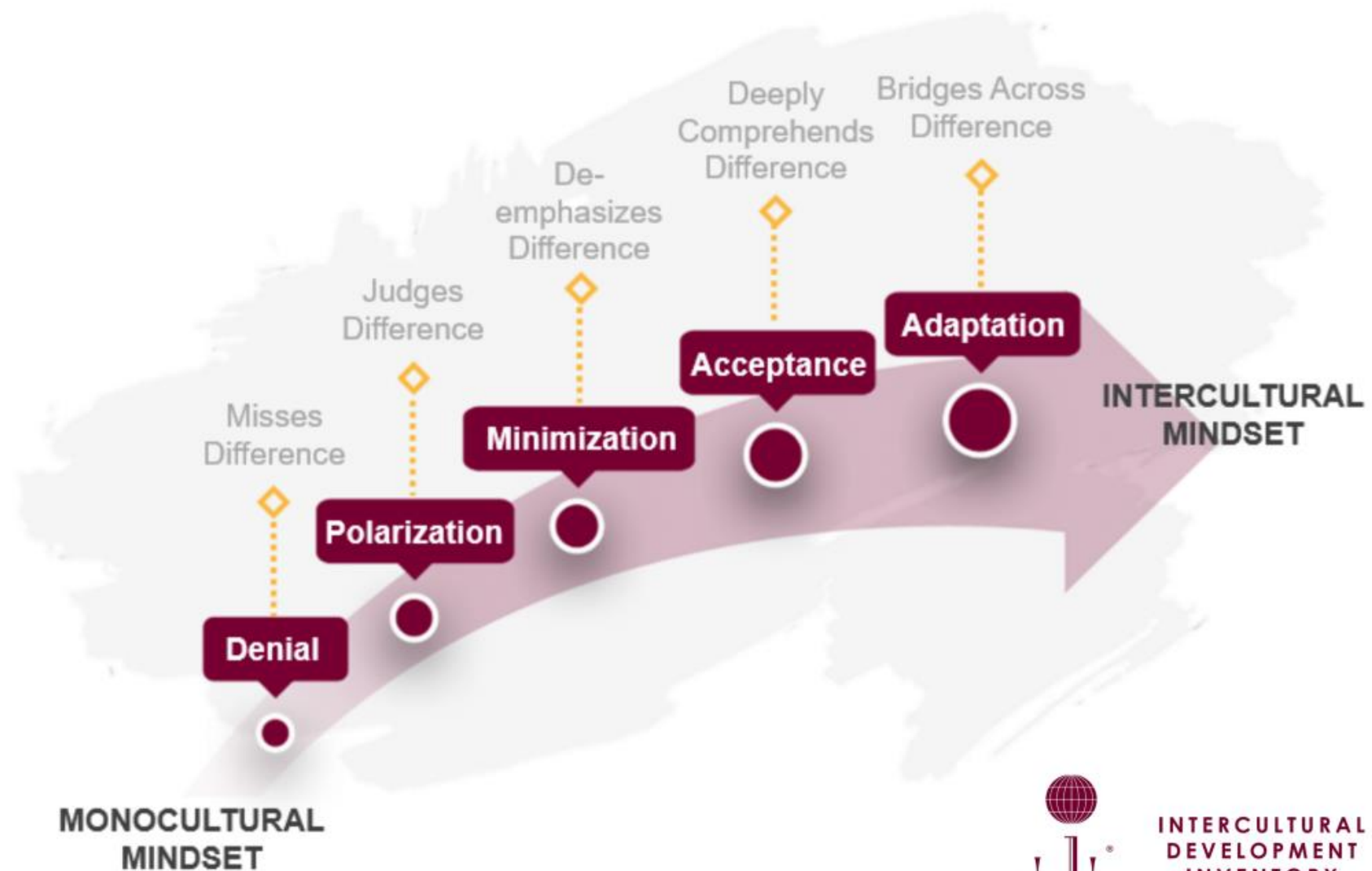
Celebrating Inclusion Video

ACHIEVE DEI COMPETENCE



- Examining your own attitudes, beliefs, values, and lived experiences.
- Acquiring knowledge, skills, and attributes that will allow you to work, function and lead a highly diverse work community.
 - race, ethnicity, religion, historical and social context, physical or mental ability, age, gender, sexual orientation, and generational.

Intercultural Development Continuum (IDC™)



The subjects of race, racism, sexism,
anti-LGBTQ+, DEI and “isms” are
challenging issues.

These are often considered
‘conversational third rail’.

(Melody Hobson)

GEORGE
#FLOYD

464 69
1519

#B

COVID

19



ACTIVIST

BROAD AND PERVASIVE SYSTEMS & COMMUNITY DISPARITIES



Front Line

Technology

Domestic Safety

Health & Mental Health

Social Safety Net Failures

POLARIZED DIVISIONS

- Left vs Right vs Center
- Liberal vs Conservative
- Social and Equal Justice vs Blue Justice
- Racial Equity vs Reverse Racism
- Critical Race Theory vs Protest about teaching about race, slavery and equity
- Other...



**“What if we don’t change at all ...
and something magical just happens.”**

Shared DEI Vocabulary and Understanding



CREATE SHARED UNDERSTANDING

Diversity:

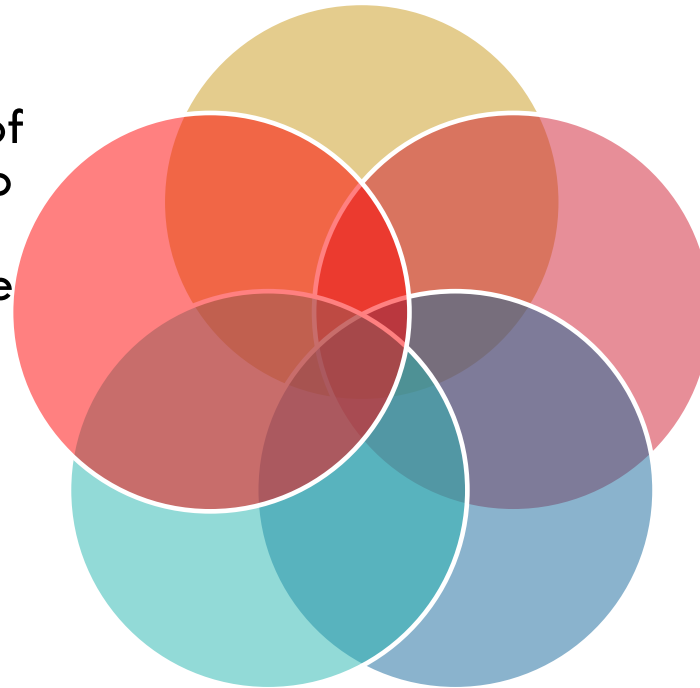
people &
perspectives

Belonging:

human emotional need to
be an accepted member of
a group, without having to
become something
different or pretend we're
all the same.

Justice:

equal rights
and equitable
opportunities



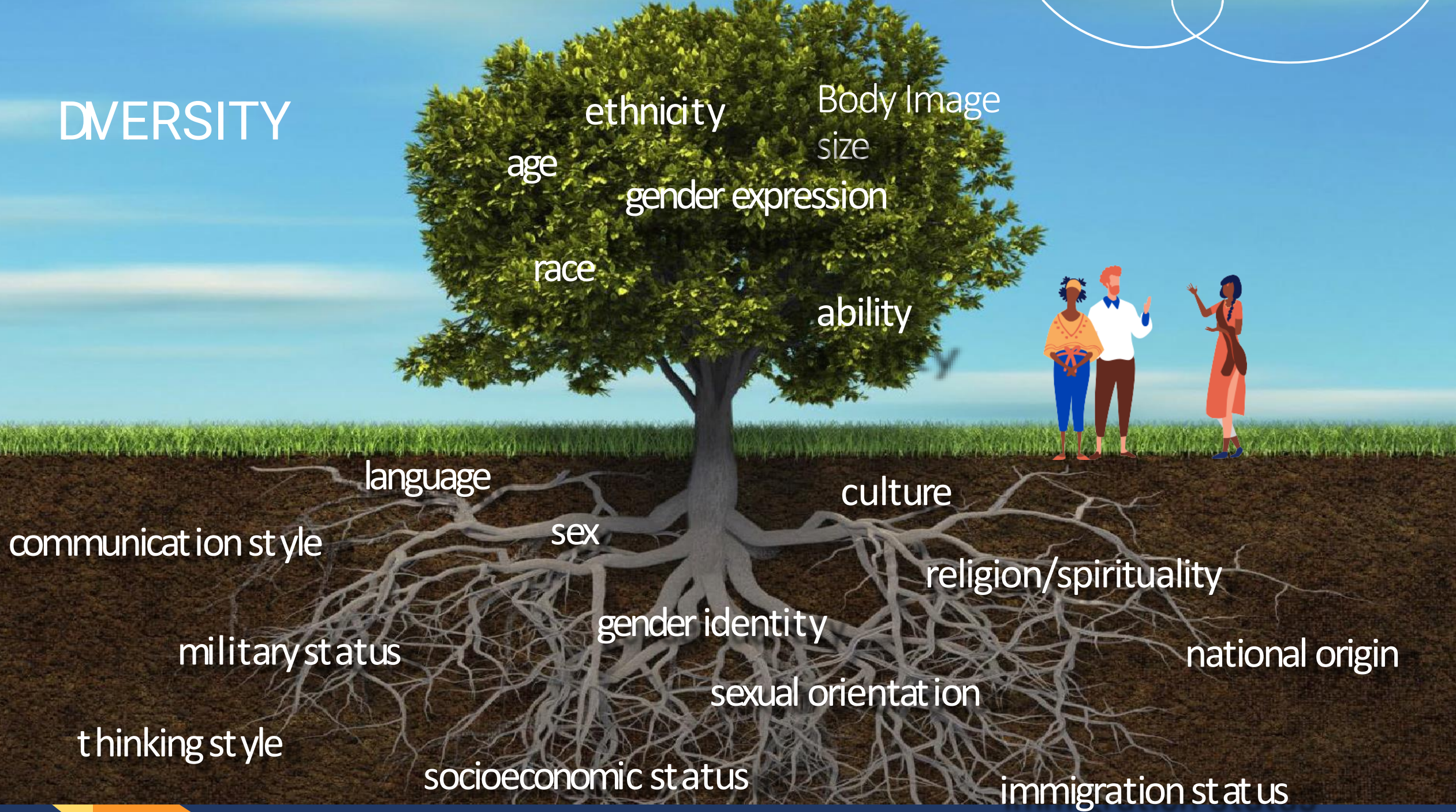
Inclusion:

via power, voice
and
organizational
culture

Equity:

fair and just in
policies,
practices
positions, and
operations

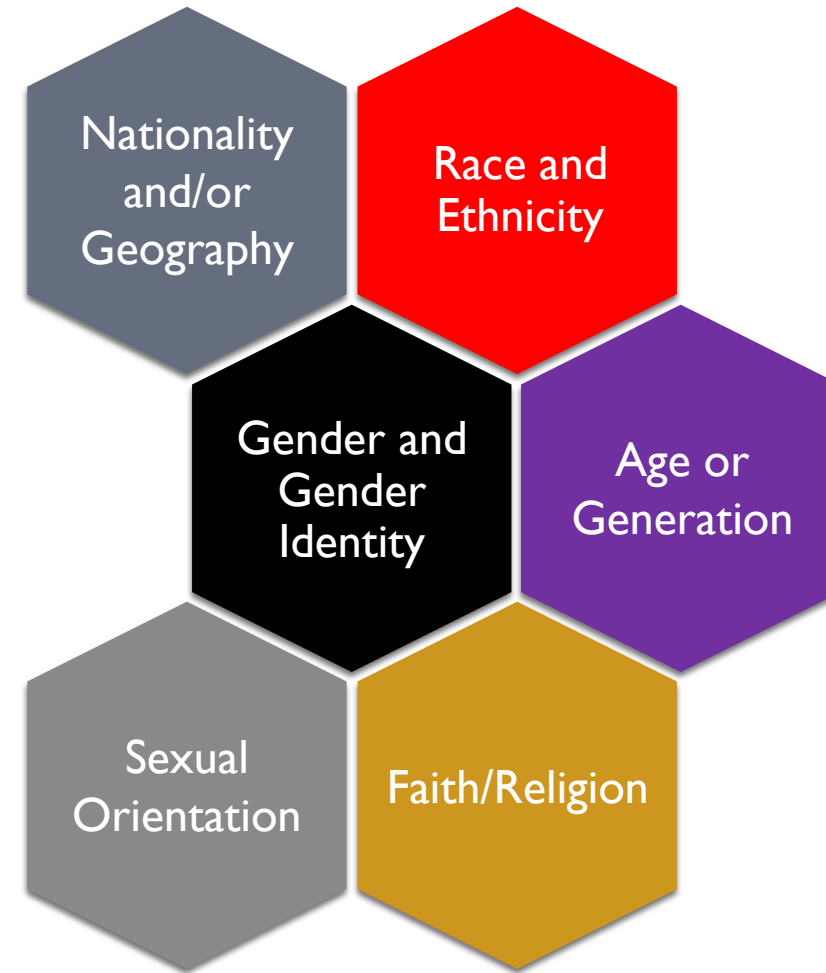
DIVERSITY



DEMOGRAPHIC DIVERSITY

Demographic diversity matters.

- The range of nationality, ethnic, racial, age, gender, gender identity, religious, education, professional skills and expertise, socioeconomic status, sexual orientation, and other social characteristics of individuals.



COGNITIVE DIVERSITY

- Diversity of thought, experiences, and ways of working
- How individuals think about and engage with routine, new, uncertain, and complex situations
- Effective teams need individuals who see the world differently.



COGNITIVE DIVERSITY MATTERS

- Refers to embracing and encouraging unique, diverse viewpoints.
- Supporting a culture and practice of openness when solving problems, generating new ideas, and interacting in the workplace.



The Cultural Iceberg

Surface Culture

Food
Flags Festivals
Fashion Holidays Music
Performances Dances Games
Arts & Crafts Literature Language

Deep Culture

Communication Styles and Rules
facial expressions gestures eye contact
personal space touching
body language tone of voice
handling and displaying of emotion
conversational patterns in different social situations

Notions of:
courtesy and manners
friendship leadership
cleanliness modesty beauty

Concepts of:
self time past and future
fairness and justice
roles related to age, sex, class, family, etc.

Attitudes toward:
elders adolescents dependents
rule expectations work authority
cooperation vs. competition
relationships with animals age sin death

Approaches to:
religion courtship marriage raising children
decision-making problem-solving

WHAT'S ARE THE CITY OF STAUNTON'S STRENGTHS?

- A great citizenry- they all come together and participate and try to make things better. It goes across racial lines to bring expertise to the table and to do a great job.
- We're a city where the warmth and diversity that are growing.
- Diversity is expanding which sometimes creates issues but also allows us to expand our minds and pushes us to be more accepting of differences.
- We're generally a friendly community- 1:1 with people and most people no matter their politics believe in fairness, and they want to do what's right.
- We're a tourist attraction, many people find it to be a quaint vibrant area. A lot of history and scenery- it was known as the city of school and churches

RACE

A race is a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society.

Modern scholarship regards race as a social construct, an identity which is assigned based on rules made by society. Race is not an inherent physical or biological quality.

Wikipedia

RACE

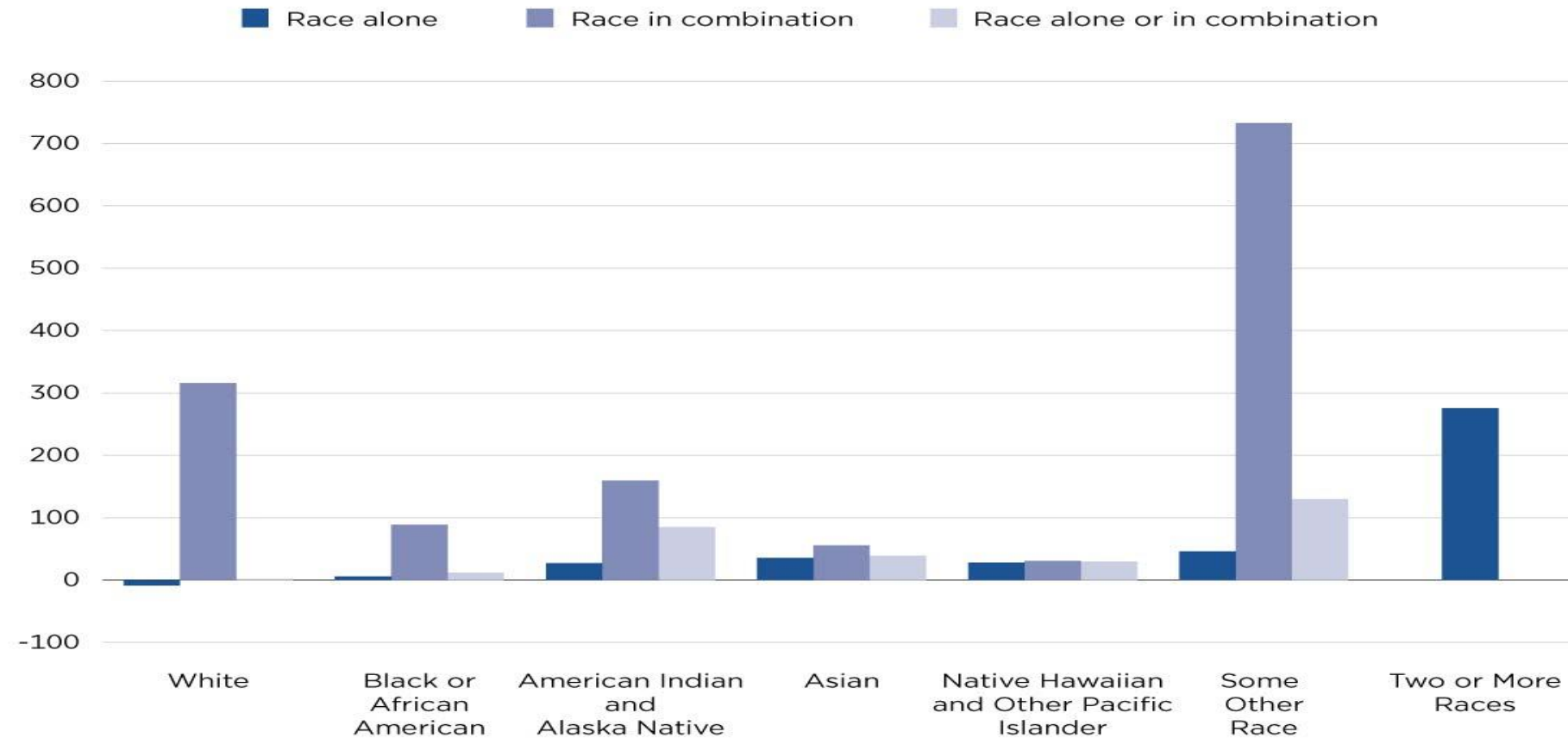
According to US Census America has 5 races:

1. White American
2. Black or African American
3. American Indian and Alaska Native
4. Asian American, Native Hawaiian, and Other Pacific Islander
5. Two or more races
6. Ethnicity Categories

Hispanic or Latino: A person of **Cuban, Mexican, Puerto Rican**, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin", can be used in addition to "Hispanic or Latino".

Figure 3.

Percentage Change in Race Groups: 2010 and 2020



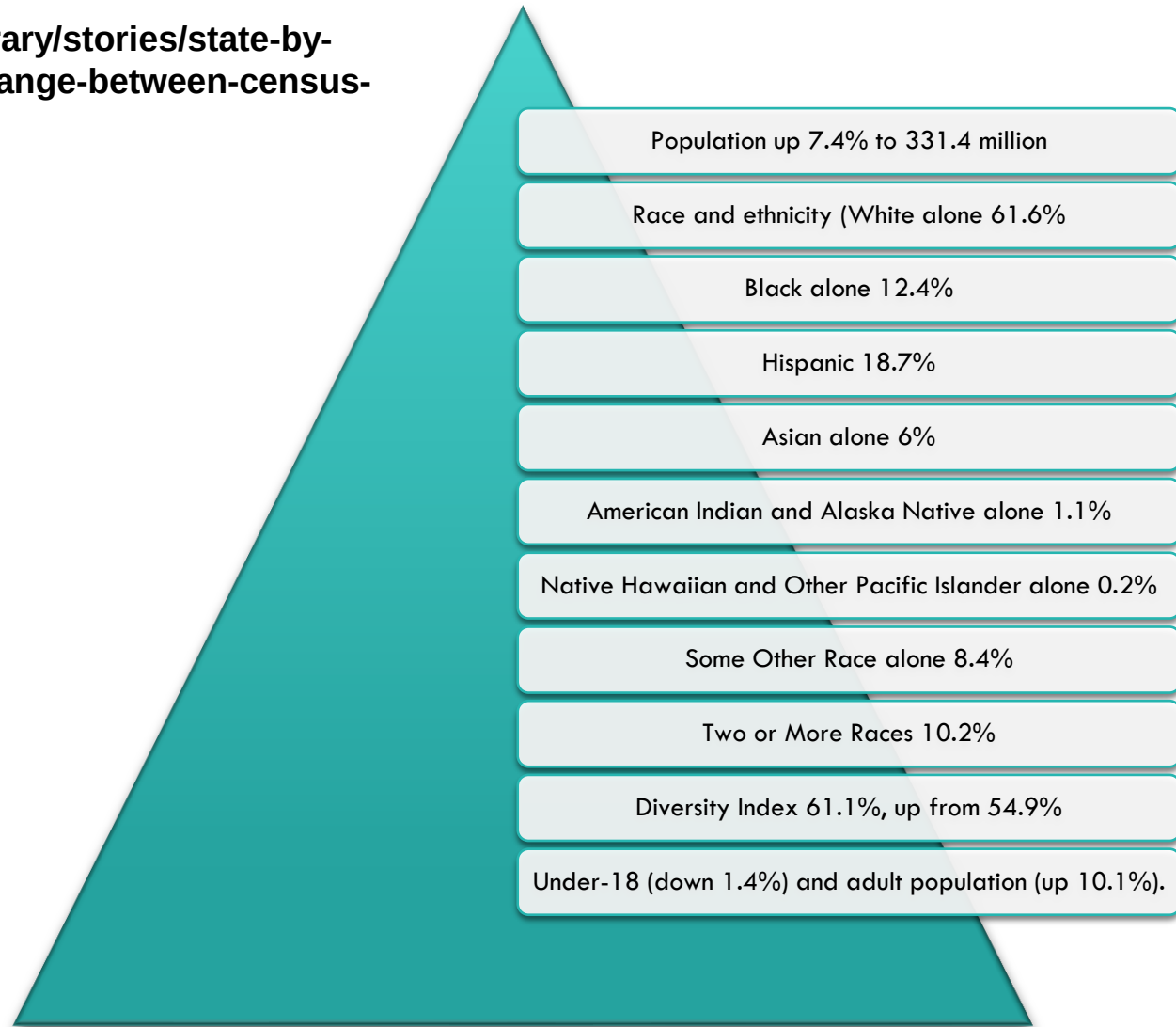
Note: Data users should use caution when comparing 2010 Census and 2020 Census race data because of improvements to the question design, data processing, and coding procedures for the 2020 Census.

Information on confidentiality protection, nonsampling error, and definitions is available at <https://www2.census.gov/programs-surveys/decennial/2020/technical-documentation/complete-tech-docs/summary-file/>.

Source: U.S. Census Bureau, 2010 Census Redistricting Data (Public Law 94-171) Summary File; 2020 Census Redistricting Data (Public Law 94-171) Summary File.

US CENSUS- VIRGINIA DATA 2020

<https://www.census.gov/library/stories/state-by-state/virginia-population-change-between-census-decade.htm>



Gender Diversity

- Gender diversity is the equitable or fair representation of people of different genders. It previously referred to an equitable ratio of men and women, but now should include all the ways that people identify.
- cisgender, genderfluid, genderqueer, intersex, gender nonconforming, and transgender.

LGBTQ+ Gender and Sexual Orientation (Community)

- Lesbian, Gay
- Bisexual, Pansexual
- Transgender - a person whose gender identity or expression differs from that of their birth
- Nonbinary- gender identities are neither male nor female
- Queer –refers to all of the above identities
- Cisgender describes a person whose gender identity matches the sex they were born as.
- Pronouns reflect your personal gender identity– she/her/hers, he/his/him, they/them/theirs

Religion Immigrants

Religious Diversity is recognizing the significant differences in religious practices, beliefs and holidays.

Immigration acknowledges that the varied paths of citizenship or residency within the US.

Generational Immigration –

- 1) First = the immigrants
- 2) Second = children of immigrants [Some call those who migrate as small children the 1.5 generation.]
- 3) Third = grandchildren of immigrants

NOTE: Asian immigrant groups count 0 as the immigrants, 1 as the children of the immigrants (the first generation born here).

DISABILITY

(NOT A HANDICAP)

According to the Institute on Disability, “If people with disabilities were a formally recognized minority group, at **19% of the population**, they would be the largest minority group in the United States.”¹ Individual with disabilities intersect across all walks of life, in all professions, across all races, religions,

Disabilities a physical or mental condition that limits a person's movements, senses, or activities.

Developmental disabilities are a **group of conditions due to an impairment in physical, learning, language, or behavior areas**. These conditions begin during the developmental period, may impact day-to-day functioning, and usually last throughout a person's lifetime.

DEBRIEF IN PAIRS

- How and what did you first learn about race, gender, sexual orientation, LGBTQ, immigrants and other diversities?
- How has your understanding stayed the same and how has it changed?



Inclusion- Inclusivity- Inclusiveness

Authentically brings traditionally excluded individuals and/or groups into processes, activities and decision-making and policymaking.

More than numerical representation, inclusion involves ***empowered participation*** and a ***true sense of belonging.***

BELONGING

- ❑ Individuals feel that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership
- ❑ Foster belonging through unequivocal support for all aspects of diversity.
- ❑ The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate and as their authentic self.



DEI Barriers

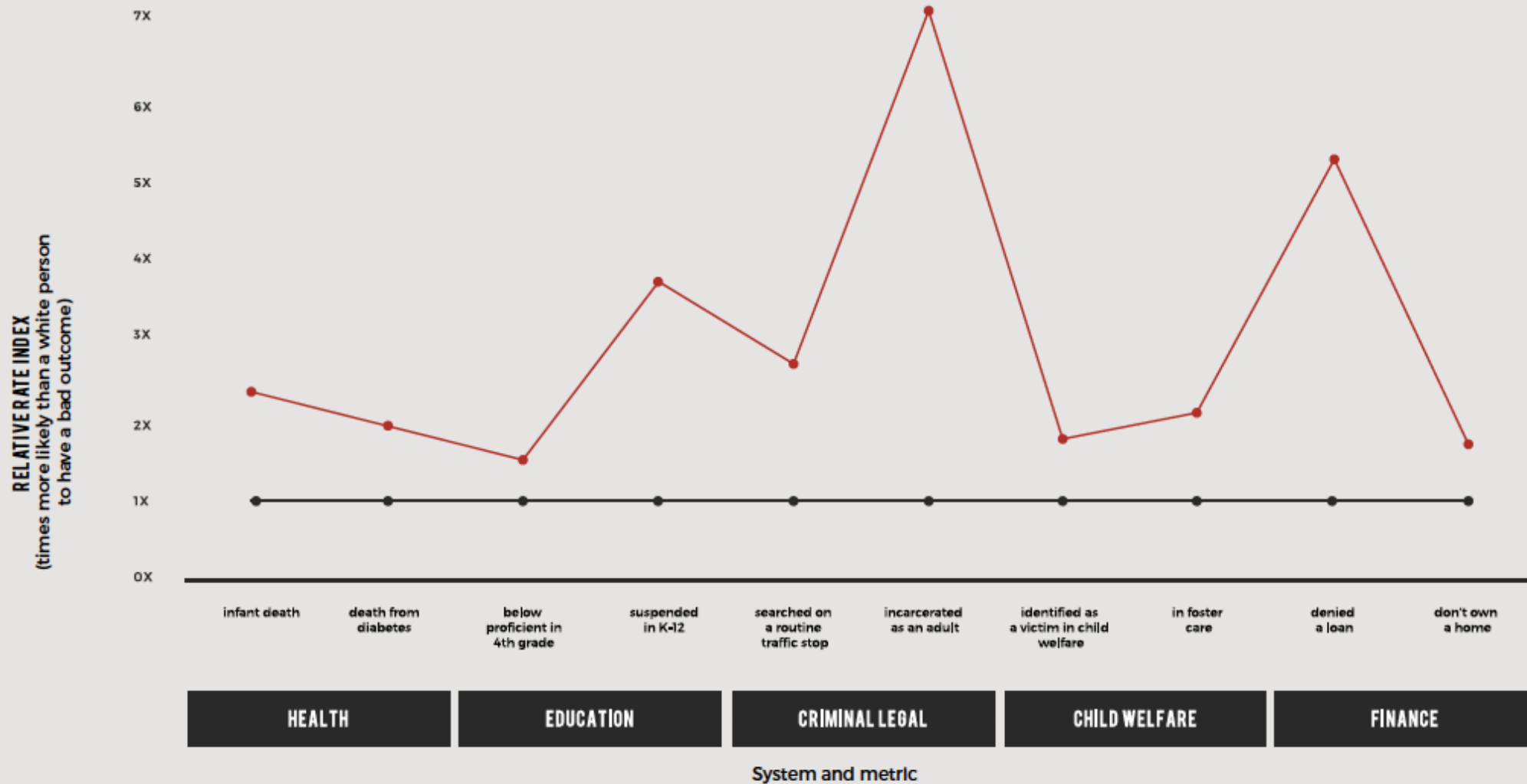




How We Arrived Here, Bryan Stevenson

LIKELIHOOD OF HAVING A BAD OUTCOME COMPARED TO WHITES IN THE U.S.

■ African American
■ White



Implicit Bias

(Unconscious Bias)

Impacts our Interactions and Decision Making



Attitudes or stereotypes that affect our understanding, actions, and decisions in an **unconscious** manner.



Activated **involuntarily**, often without awareness or intentional control.



Everyone is susceptible.

IMPLICIT- UNCONSCIOUS BIASES



Pervasive – Everyone has them, even people with avowed commitments to impartiality



Implicit associations **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse



We generally hold implicit biases that **favor our own ingroup**, though research has shown we can hold implicit biases against our ingroup

The Harvard Implicit Association Test unconscious bias- findings on racism, sexism, classism, and other forms of bias.

70 percent of white people have an anti-black bias, as do 50% of black people have anti-black bias.

75% of people correlate men more strongly with work roles and women more strongly with family positions.

Hiring managers scores indicated gender bias tended to favor men over women in their hiring decisions.

Hiring discrimination against heavier individuals because of bias.

US Supreme Court referenced implicit bias in a ruling allowing federal action against housing policies that have a disparate impact as well as being overtly discriminating.



DR. DAVID WILLIAMS –IMPACT ON HEALTH

Studies link these bias impacts to:

- Hypertension
- Coronary artery calcification
- Low birth rate
- Poor sleep
- Mortality
- Racism hurts- leads to depression, anxiety, alcoholism, addictions, low self-esteem
- Racism kills- decreased life expectancy

CHANGE IS POSSIBLE...

Implicit biases
are **malleable**.

Our brains are
incredibly complex, and
the implicit associations
that we have formed
can be gradually
unlearned.

Anti-biases can be
unlearned through
pro-bias efforts

We have to **challenge**
our implicit bias
associations

ISMS: ORGANIZED SYSTEMS THAT CATEGORIZE AND RANK SOCIAL GROUPS

- ISMs results in negative attitudes and beliefs toward diverse groups (*prejudices and stereotypes*), and differential treatment by individuals and social institutions (*discrimination*).
- Devalues, disempowers and differently allocates opportunities and resources to groups who are targeted and excluded.
- Leaders must be alert, proactive and identify when a line is crossed.

SYSTEMIC STRUCTURAL “ISMS”

- It's institutional and systemic power combined with (race, gender, age, etc.) prejudice.
- Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. This is most prevalent institutionalism, most persistent and resurgent.
- The institutional policies may never mention any racial, gender, age, sexual orientation or gender identity, but their effect is to create advantages for whites or the majority, and disadvantages for people from groups classified as people of color, or women or immigrants, or other underrepresented group.

Disparities & Inequities

Disparities: “a particular type of difference that is **closely linked with social, economic, and/or environmental disadvantage.**”

“Disparities adversely affect groups of people who have systematically experienced greater obstacles to based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or **other characteristics historically linked to discrimination or exclusion.**”

Inequities: “differences in status **between more advantaged and less advantaged groups**, caused by systematic differences in social conditions and processes that effectively determine health and well-being.



SOCIAL DETERMINANT OF HEALTH

Social Determinants (Health)

- Unequal education and school systems
- Lack of and inadequate employment opportunities
- Unsafe, lack of affordable & healthy housing
- Lack of access to fresh produce & nutritious food
- Community safety
- Lack of access to nature- parks, paths, trails
- Toxins (from highways, factories & other)
- Lack of access to quality primary care and hospitals
- No affordable, reliable, public transit
- Barriers to social capital, status and leadership



DEBRIEF IN GROUPS

WHAT IS YOUR EXPERIENCE WITH “ISMS” IN STAUNTON

IMPLICIT BIAS

DISPARITIES & INEQUITIES

SOCIAL DETERMINANTS- COMMUNITIES



BREAK



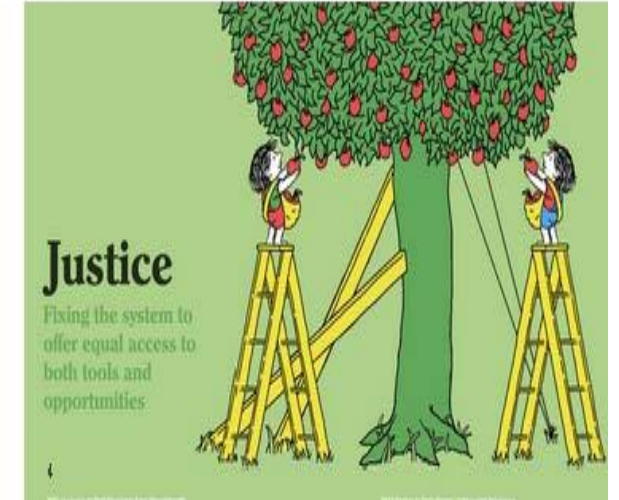
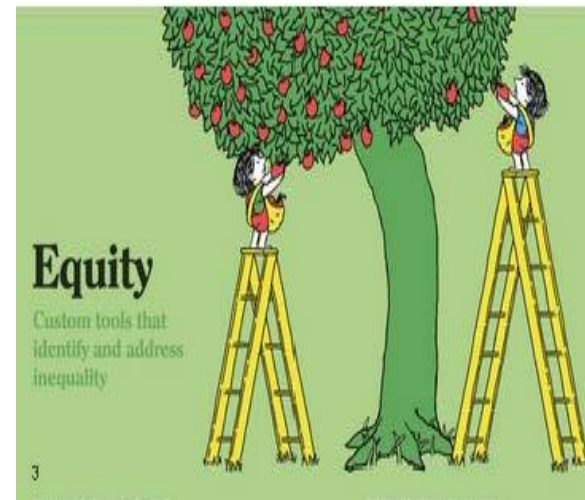
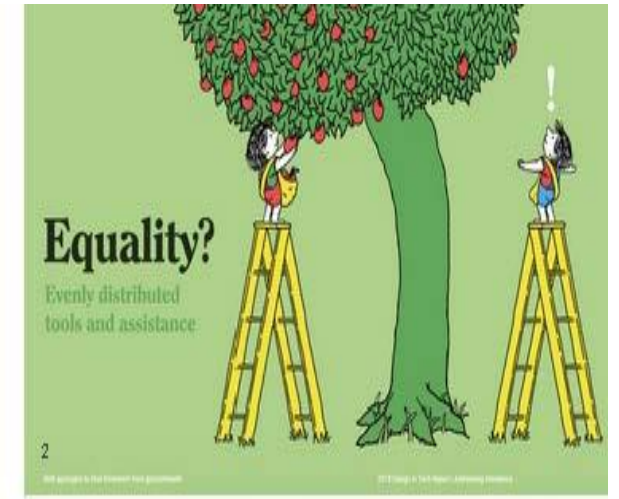
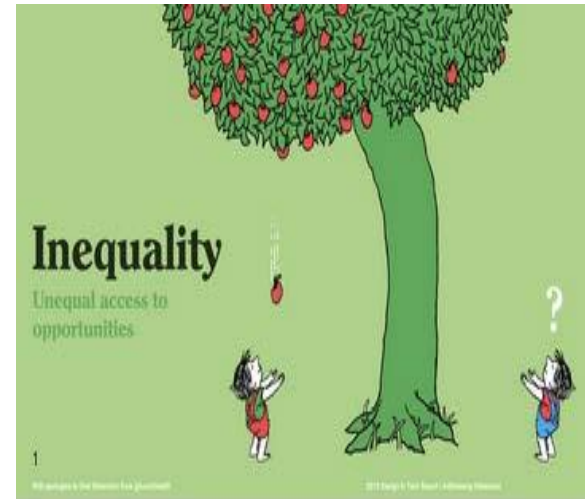
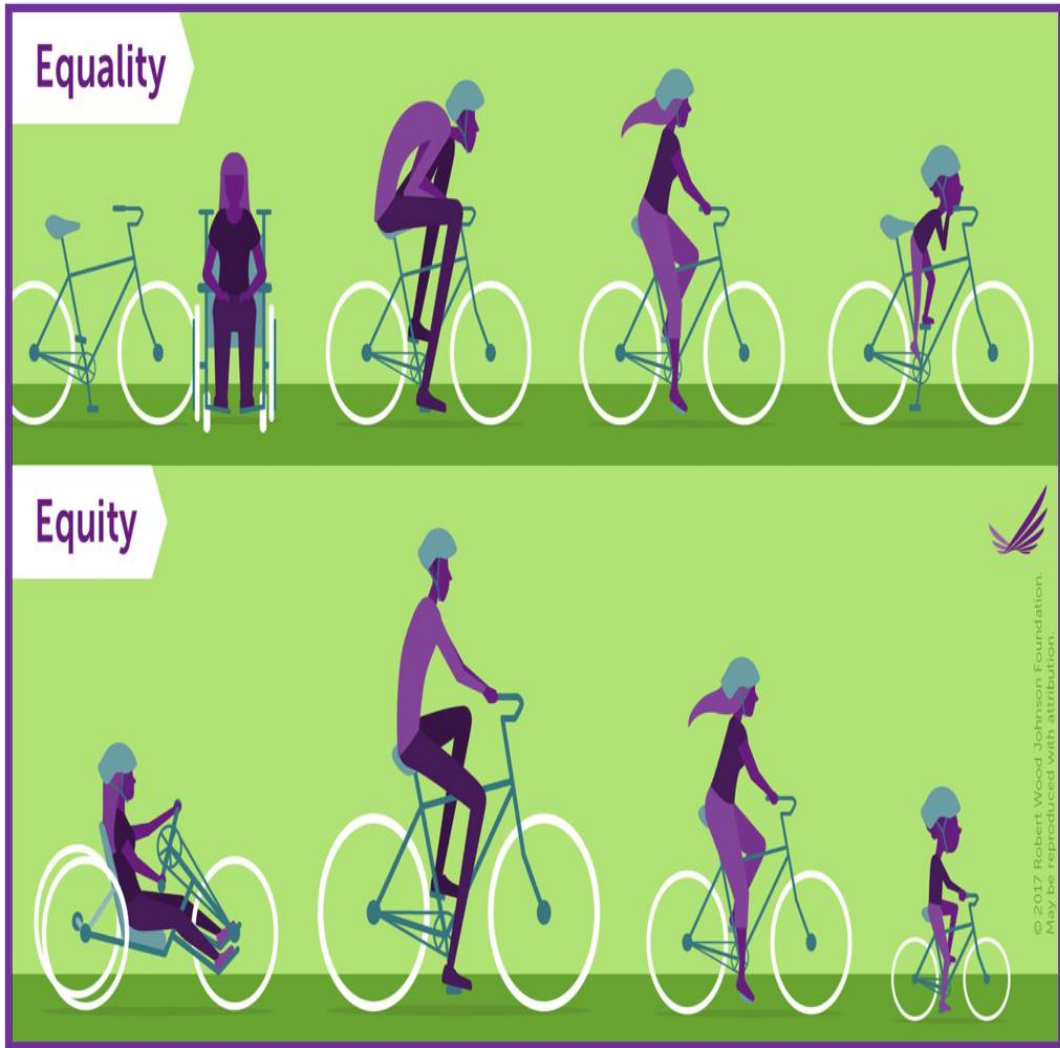
WHY EQUITY?

DR. CAMERA JONES- CLIFF OF GOOD HEALTH

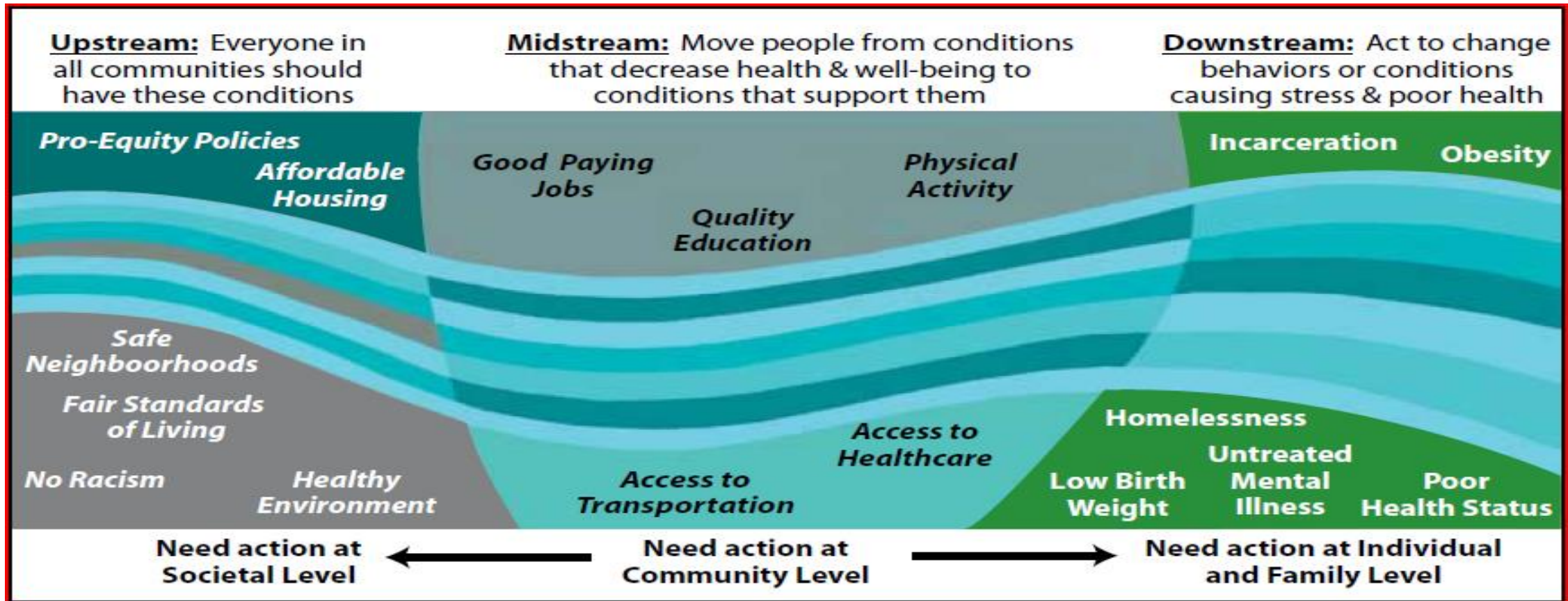


EQUITY

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and **eliminate barriers** that have prevented the full participation of some groups.



EQUITY STREAM



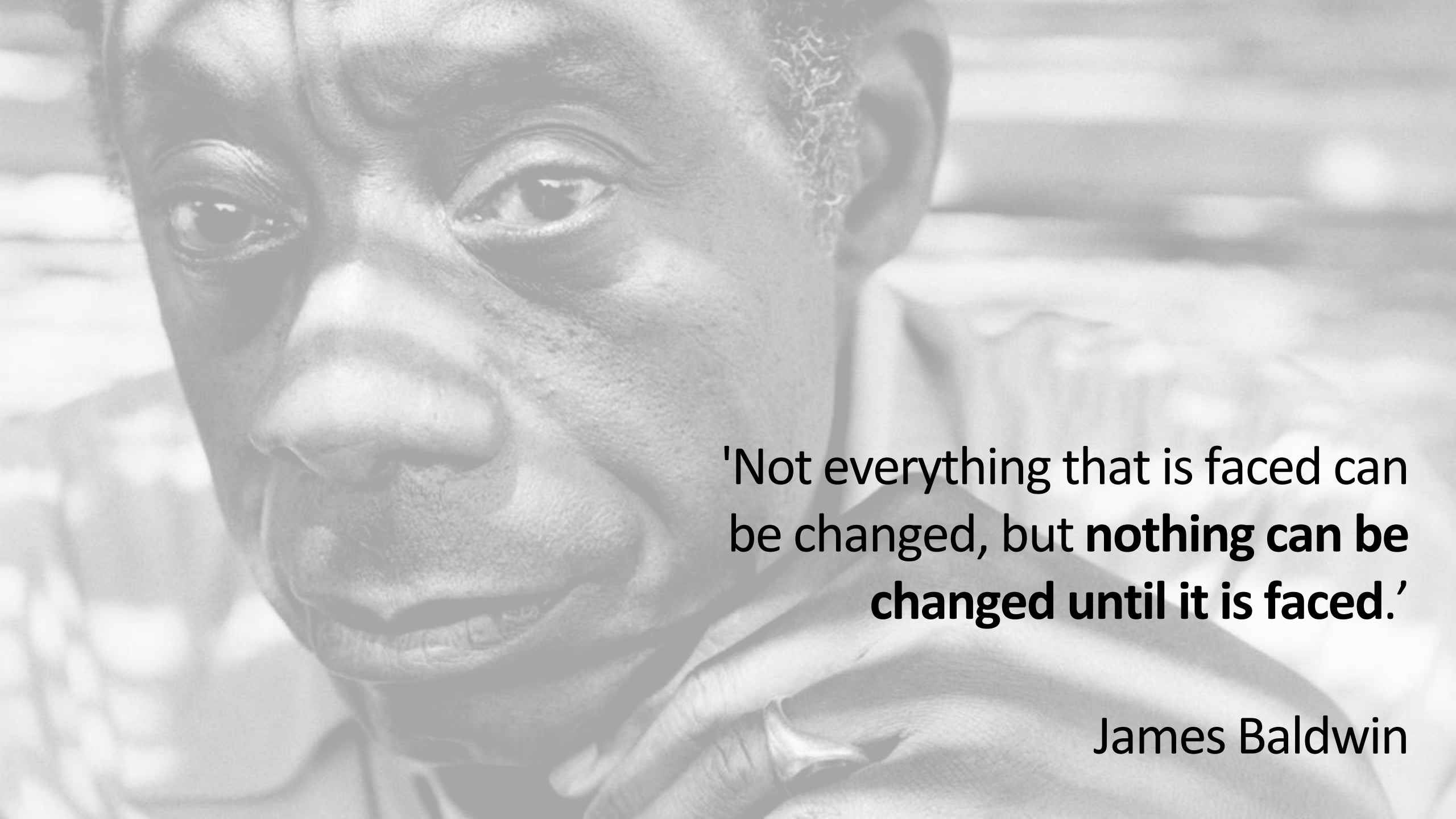


DEBRIEF IN GROUPS

WHAT QUESTIONS DO YOU HAVE:
ABOUT HOW TO UNDERSTAND INEQUITIES IN STAUNTON?
WHAT DATA DO YOU WANT TO REVIEW?
WHO SHOULD THE COMMISSION SPEAK TO?
WHOSE VOICES SHOULD BE INCLUDED?

A group of colorful wooden human figures standing in a line, representing diversity. The figures are in various colors including blue, yellow, red, green, and brown. They are standing on a light-colored surface against a blurred background.

THE EQUITY AND DIVERSITY COMMISSION



'Not everything that is faced can
be changed, but **nothing can be
changed until it is faced.**'

James Baldwin

Commission will seek to understand:

1. Listen to understand – voice, power, inclusivity and belonging
2. Diverse citizens lived experiences.
3. The root causes of disparities – identifying systemic issues.
4. Understand multicultural communities -welcoming & belonging
5. Challenge assumptions and seek the best answers.
6. Center diverse voices for problem identification and solving.
7. Seek to understand traditional Staunton dynamics that need to be addressed.





Review Equity & Diversity Commission Resolution Leslie Beauregard



Time for
a break

Roles & Responsibilities



Commission Chair

- Serves as a primary commission meeting facilitator
- Works collaboratively with City and Council Leaders
- Co-develops each agenda with City Leaders
- Drafts logistics and meeting plans
- Works in advance of the Commission on process
- Provides ongoing communication to Commission & leaders
- Represents the Commission publicly when necessary
- Adheres to “Principles before Personalities”

Commission Vice- Chair

- Partners with the Chair
- Serves in the Chair's role when Chair is not available
- Leads on tasks as requested by the Chair
- Adheres to "Principles before Personalities"

Roles:
City Interim Manager
Council Liaisons



All Commission Members

- **Avoid Conflict of Interest:** a situation in which a person is in a position to derive personal benefit from actions or decisions made in their official capacity. All commission members must DISCLOSE or share any possible or perceived conflicts for discussion and determination. Recuse yourself from any decisions where a conflict of interest exist.
- **Maintain Commitments:** keeping obligations, attending meetings, participating in external scheduled events, reading and preparing in advance, completing any assigned tasks on times as agreed
- **Accountability:** Being reliable and responsible- placing this Commission among your TOP and primary personal and professional responsibilities.
- **Teamwork:** more than a group, it's a group that works together based on shared understanding purpose, constructive partnership, aligned vision, mutual respect, and trust.



Commission Structure and Operations

Leslie Beauregard

Questions



Maya Angelou's Three Secret Words



A horizontal bar composed of ten rectangular segments in various colors: dark blue, olive green, light blue, grey, yellow, maroon, dark blue, tan, teal, and olive green.

Equity and Diversity Commission

June 4, 2022

- 
- A horizontal decorative bar composed of several colored segments: dark purple, olive green, blue-grey, grey, yellow, dark red, dark blue, tan, teal, and olive green.
- E4: The Commission will be supported by the City Manager, Assistant City Manager, or designee.
 - E5: The Commission shall conduct at least one public hearing and additional community conversations throughout the City of Staunton



Equity & Diversity Commission Resolution

- E6: Proposed **Equity and Diversity Strategic Plan** for the Commission to pursue in the next 18 months
- E7: The Commission is expected to provide an update on their work to City Council by **December 2022** and submit a final report by **December 2023**



Jobs | Financials | Procurement | Pay Online

STAUNTON VIRGINIA

RESIDENTS VISITORS BUSINESS GOVERNMENT

City Council

- Access City Council Meetings
- Agendas & Minutes
- Boards & Commissions
- Council News
- Council Procedures
- Equity and Diversity
- State of the City Address

Government » City Council »

EQUITY AND DIVERSITY COMMISSION

Font Size:

The Equity and Diversity Commission is initially charged with object from available sources concerning social and racial equity in the City inequitable outcomes within the City.

What is diversity, equity and inclusion?

Diversity describes the myriad ways in which people differ, including that occur among all individuals, such as race, ethnicity, nationality, s education, age, gender, sexual orientation, marital status, mental and dimensions of cognitive differences

<https://www.ci.staunton.va.us/government/city-council/equity-and-diversity-commission>

- Chair and Vice Chair (recommend staff take notes)
- Bylaws (example from City of Roanoke)
- City Council Liaisons

The Nominations Committee may appoint a Council liaison to boards and commissions. The Council liaison shall communicate with the chair of the board or commission that they are appointed to serve. The liaison shall ensure that the board or commission's needs are being met. If a board or commission does not have a Council liaison, the chair of the board or commission shall communicate with Council about any needs the board or commission that may require Council attention.



Conflict of Interest

Code of Virginia

Title 2.2. Administration of Government Subtitle I. Organization of State Government Part E. State Officers and Employees

Chapter 31. State and Local Government Conflict of Interests Act Article 1. General Provisions

§ 2.2-3100. Policy; application; construction

The General Assembly, recognizing that our system of representative government is dependent in part upon (i) citizen legislative members representing fully the public in the legislative process and (ii) its citizens maintaining the highest trust in their public officers and employees, finds and declares that the citizens are entitled to be assured that the **judgment of public officers and employees will be guided by a law that defines and prohibits inappropriate conflicts and requires disclosure of economic interests.** To that end and for the purpose of establishing a single body of law applicable to all state and local government officers and employees on the subject of conflict of interests, the General Assembly enacts this State and Local Government Conflict of Interests Act so that the standards of conduct for such officers and employees may be uniform throughout the Commonwealth.



Commission Structure/Operations

- Meeting logistics – notices, dates, locations, length, agenda, live streaming, materials, speakers, etc.
<https://www.ci.staunton.va.us/board-commissions>
- Zoom Participation - Is anyone interested in participating in these meetings remotely?
- Subcommittees



FOIA and Communication

- Equity and Diversity Commission, since appointed by City Council, will be a public body.
- Virginia Freedom of Information Act, colloquially referred to as “FOIA”, requires that all public bodies practice transparency in their meetings and with regards to their documents.
- A notice of the time, date, and place of your meetings will be placed on the City of Staunton’s website.
- Members of the public may come to the meetings and watch the Commission’s deliberations.
- Public may request any records related to Commission business - includes your personal emails, text messages, and other records about Commission business.
- **No more than two of you may talk about Commission business together.**



Questions?

A horizontal decorative bar composed of eleven rectangular segments in various colors: purple, olive green, blue-grey, grey, yellow, dark red, dark blue, tan, teal, and dark green.

Leslie Beauregard, Interim City Manager

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John Blair, City Attorney

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