

Diversity, Equity, and Inclusion Commission Public Hearing

October 25, 2023

Staunton City Diversity, Equity, and Inclusion Commission

Initial Charge:

“Objectively evaluate existing data, studies, and reports from available sources concerning social and racial equity in the City of Staunton that evaluate social determinants and inequitable outcomes within the City of Staunton.”

DEI Commission Members



Sabrina Burress, Chair

Lindsey Lennon, Vice Chair

Lou Boden

Joamarie Garcia

Mark Jeter

Vicki Keyser

Jake Krug

Beth Nelsen

AnhThu Nguyen

Nathaniel Riddle

Daniel Stuhlsatz

Jennifer Trippeer

Susan Venable

Zavia Willis

Summary of Commission History

August/September 2021

City Council motion adopted to establish an Equity and Diversity Commission and conduct a community survey regarding the framework and charge

October 2021

City receives \$25,000 grant through the VRSA Inclusion Project to help support Commission – Dr. Robin Stacia

February 2022

City Council resolution adopted to establish the Commission

May 2022

Equity and Diversity Commission appointed by City Council – 14 members

Timeline



July 2022 – December 2022

Commission maps out responsibilities, deliverables, and a project plan. Creates subcommittees:

- Logistics and Planning
- Community Connections
- Data and Research
- Writing (to commence spring 2023)



September 2022 - December 2022

Commission begins data collection and connects with community partners. Updates City Council on progress in December.

Timeline, continued



January 2023 - July 2023

Commission gathers all available data and hosts community listening sessions



August 2023 - October 2023

Data analysis begins and a draft report structure is finalized

Timeline, continued



Oct 2023 – Nov 2023

Conduct a public hearing
Finalize and write report



Dec 2023

Present final report to City
Council

Future Deliverables

Compile a final report for Staunton City Council by December 2023 consisting of:

- Data analysis of all available, studies, and reports
- Provide a summary of all public comments
- Create specific recommendations to provide to the City of Staunton Council
- Create a proposed framework (strategic plan) for future commission

Statement of Purpose

Tonight's presentation:

- Represents 17 months of the Commission's work
- Includes preliminary findings and recommendations
- Gather comments and feedback

Data Collection

Data Type	Number of Sources Collected
External Reports	64
In-Depth Interviews and Focus Groups	28
Community Listening Sessions	6
Survey Responses	30
Other Community Events	3

Framework

National Equity Atlas (NEA) Framework

Framework Categories

- **Demographics**
- **Economic Vitality:** *What does the community offer to its citizens?*
- **Readiness and Well-Being:** *Do citizens have the experience, skills, and resources to thrive?*
- **Connectedness:** *Are citizens connected to their community and to economic opportunities?*

Data Analysis

- 29 total unique Equity Indicators
- Systematic coding
- Key Equity Indicators identified

NEA Indicator	Coding Category	Number of Sources Coded "Present"
Economic Vitality	Poverty and Unemployment	54
	Employment, Jobs & Wealth	53
	Business Ownership & Income/Wages	47

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Readiness and Well-Being	Youth and Families	67
	Mental Health and Health Related Services	58
	Education Attainment and Schools	61

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Connectedness	Access to and Knowledge of Services	64
	Community Engagement	56
	Affordable Housing	52
	Transportation	45

Key Research Findings

City of Staunton Demographics:

- 25,750 population
- 82.4% White, 11.2% Black, 9.1% Hispanic, 7% other racial
- 20% under 18 years old, 20% 65 years and older
- 51.7% are female, 48.3% male
- Median household income of \$53,041
- Poverty rate of 12.4%
- 88.8% with high school diploma, 30.3% Bachelor's degree or higher
- More diverse over time

Key Research Findings

Economic Vitality:

- Job opportunities, average unemployment
- Median household income \$53,041, below state \$60,223
- Inequitable distribution
 - Poverty
 - Lack of transportation
 - Lack of access to employment centers
 - Availability of jobs with livable wage
- Business ownership
 - Regulations
 - Lack of resources

Key Research Findings

Readiness and Well-Being:

- Local health needs assessments
 - Mental health
 - Access to health services
- Barriers:
 - Access to care, social class, race, criminal background, stigma, and age
 - Lack of awareness of available resources and services
 - Lack of communication, education, and promotion of existing services
- Volatility in health insurance availability and coverage
- Increasing out-of-pocket costs
- Shortages of healthcare providers

Key Research Findings

Readiness and Well-Being:

- Physical health
 - Physical activity, healthy diets, and opportunities
 - Youth
- Access to childcare
 - Inhibits employment and economic security
 - Affects well-being for families
 - Affordability of childcare services and staffing
- Education
 - General concern
 - All racial groups show gains since COVID

Key Research Findings

Connectedness:

- Lack of connection
 - access to engagement opportunities (economic, social, and political)
 - impacts wellness, sense of belonging, and perception of community
- Affordable housing
 - Most significant area of concern
 - Homelessness
 - Housing cost burden
 - Poverty, race, disability, neighborhood, age, and criminal background
 - Correlate with access to health care and other services

Preliminary Recommendations

Priority Recommendation

Continue the Diversity, Equity, and Inclusion Commission

Hire or appoint a DEI officer as an official part of City staff

Preliminary Recommendations

Economic Vitality

A. Poverty and Unemployment

1. Transportation

- a. Expand transportation services
- b. Ensure equitable access to multiple transit options
- c. Refocus growth around public transit
- d. Examine route design, connection to employment, hospital, grocery stores
- e. Expand service hours
- f. Explore and invest in micro-transit opportunities

Preliminary Recommendations

Economic Vitality

B. Employment, Jobs & Wealth

1. Review City hiring practices, procedure(s)
2. Explore recruitment strategies to attract minority applicants
3. Expand industry and small businesses

C. Business Ownership & Income/Wages

1. Develop and maintain list of minority owned businesses
2. Consider specific resource allocations for minority owned businesses
3. Deepen partnerships

Preliminary Recommendations

Readiness & Wellbeing

D. Youth and Families

1. Needs assessment on childcare
 - a. Affordability of care, living wages for providers, and access to benefits
2. Opportunities and infrastructure for safe cycling and walking
3. Encourage youth mentoring opportunities

E. Education Achievement and Schools

1. Identify ways to partner with Staunton City Schools (SCS)

Preliminary Recommendations

Readiness & Wellbeing

F. Mental Health and Health Related Services

1. Develop policies and programs that consider factors related to health access, physical health, and mental health outcomes
 - a. Income, children and childcare, race, crime, stigma, age, transportation, and housing insecurity
2. Foster collaboration and coordination with programs and service providers
3. Build community awareness and education

Preliminary Recommendations

Connectedness

G. Access to and Knowledge of Services

1. Improve 2-1-1
2. Address inclusive communication gaps, language access, technology needs
3. Leverage existing outreach networks

H. Community Engagement

1. Build community awareness
2. Engage community members

Preliminary Recommendations

Connectedness

I. Affordable Housing

1. Ensure City actions are people focused and address social factors
2. Support a collaboration of local organizations
3. Review local codes and ordinances
4. Continue to support the efforts to revitalize Uniontown and the West End

Thank you for attending

We look forward to your comments

Engage the Diversity, Equity and Inclusion Commission



<https://www.ci.staunton.va.us/equity>



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**Full Commission Meeting Dates:
Check website for full schedule and
agendas**

**Sub Committee Meetings held as
needed: Check website for schedule
agendas**