

Diversity, Equity, and Inclusion Commission Findings and Recommendations

December 14, 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, LPC, NCC, Chair

Lindsey Lennon, Ph.D., Vice Chair

Lou Boden

Joamarie García

Mark Jeter

Vicki Keyser

Jake Krug

Beth Nelsen

AnhThu Nguyen

Nathaniel Riddle, MPA

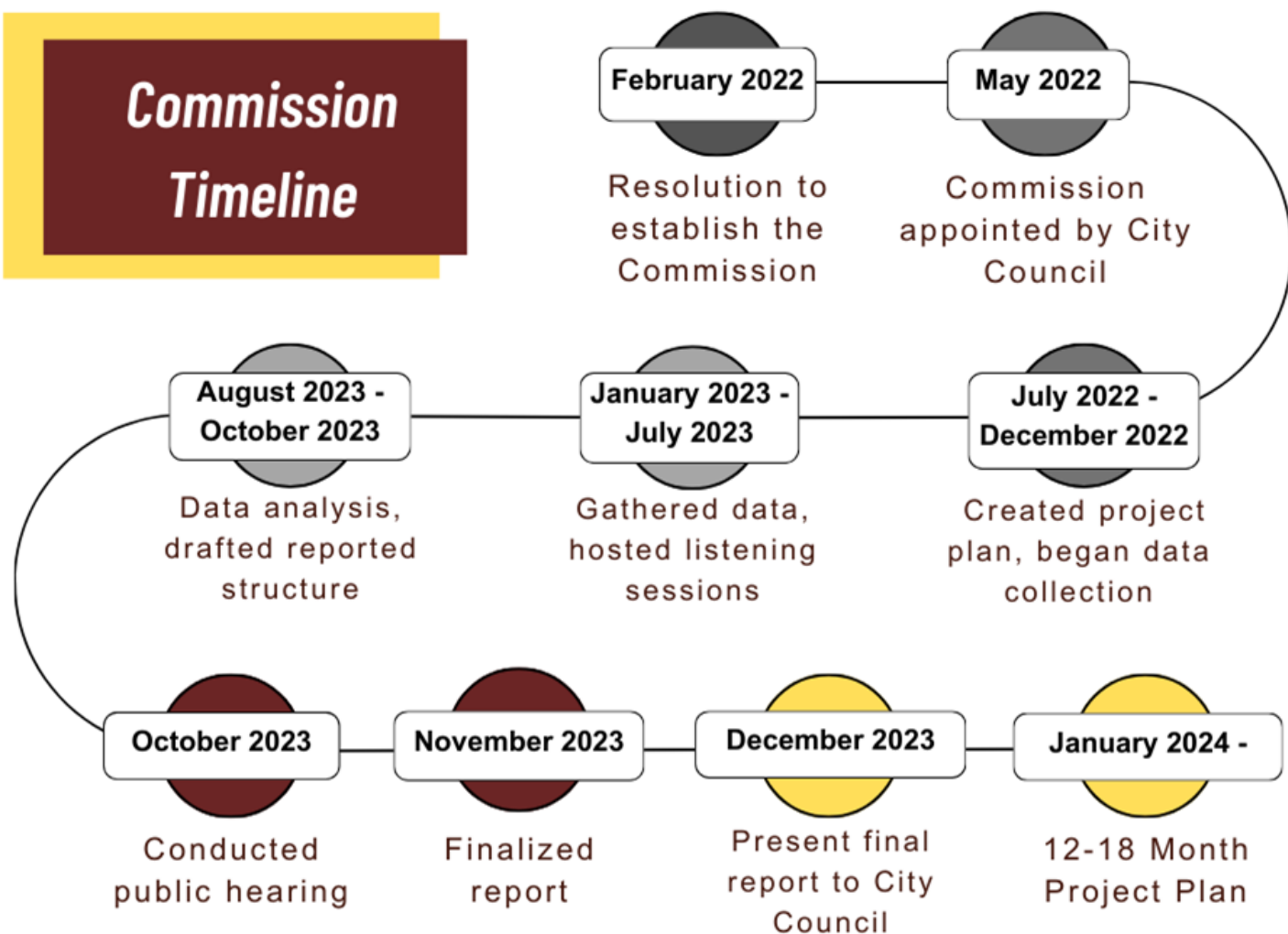
Daniel Stuhlsatz, Ph.D.

Jennifer Trippeer

Susan Venable

Zavia Willis

Commission Timeline



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

Community Events



United Way of
Staunton, Augusta
County & Waynesboro



Meetings with Community and Stakeholders



Staunton, Augusta, and Waynesboro



Data Collection - Interviews

25 community partner interviews: January - July 2023

- City departments
- Non-profits
- Stakeholders in funding, community health, criminal justice, unhoused
- Youth, families, childcare, education
- Community support services

Data Collection - Listening Sessions

LGBTQ+ 4/23/23

Deaf, Blind and Differently Abled 4/30/23

Seniors 6/7/23

Interfaith 7/12/23

Black, Indigenous, People of Color (BIPOC) 6/22/23

General Population 7/26/23

Framework

National Equity Atlas (NEA) 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 unique Equity Indicators
- Systematic coding, key Indicators identified

Data Source Information			Economic Vitality					
Source Org	File Name	Description	Employment	Home-ownership	Poverty	Unemployment	Income/Wages	Business Ownership
Augusta Health	Community Health Needs Assessment	External Report	0	1	1	0	1	0
DEI Comm.	BIPOC Listening Session Notes	Listening Session	1	0	0	0	1	1

NEA Indicator	Coding Category	Number of Sources
Economic Vitality	Poverty and Unemployment	54
	Employment, Jobs & Wealth	53
	Business Ownership & Income/Wages	47
Readiness and Well-Being	Youth and Families	67
	Mental Health and Health Related Services	58
	Education Attainment and Schools	61
	Criminal Justice	39
Connectedness	Access to and Knowledge of Services	64
	Community Engagement	56
	Affordable Housing	52
	Transportation	45

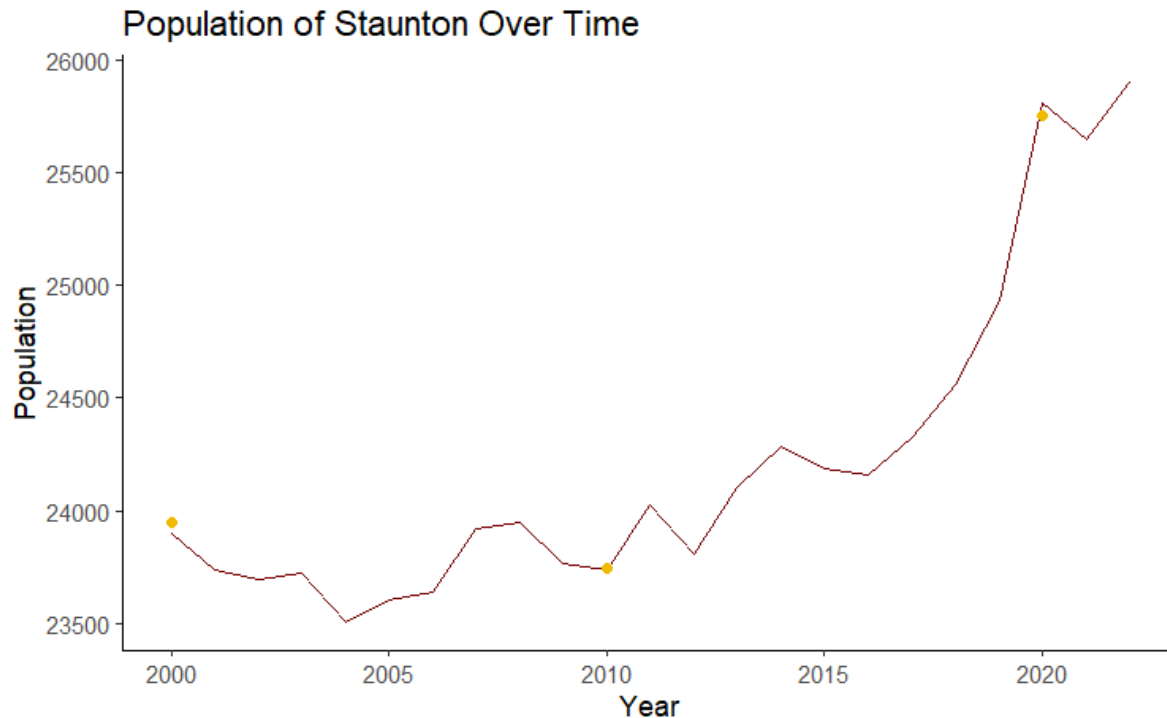
Key Research Findings: Introduction

- Historic, enriching area
- Education achievement
- Safety
- Attracts visitors
- Positive growth



Key Research Findings: Demographics

**Total Population:
25,750**



Source: Data from the Census Bureau Population Estimates Program

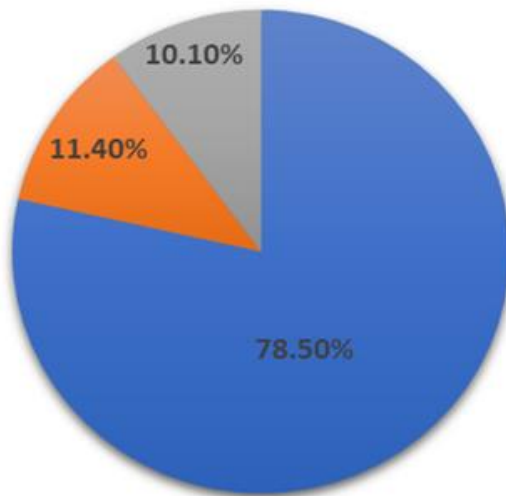
Key Research Findings: Demographics



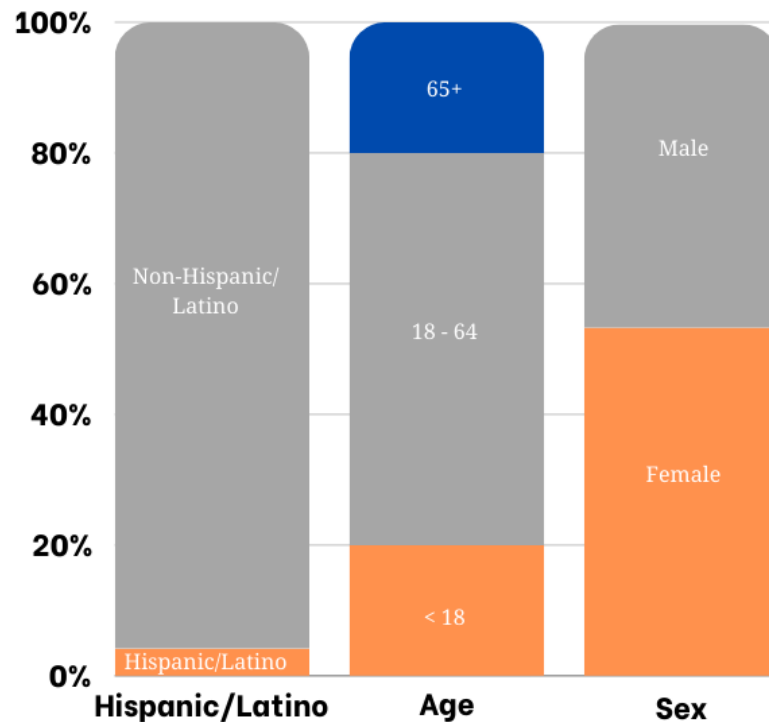
88.8% HS Diploma

30.3% Bachelor's Degree
or Higher

Staunton Demographics



■ White ■ Black ■ Other Race



Key Research Findings: Economic Vitality

Poverty and Unemployment
Employment, Jobs, & Wealth
Business Ownership & Income/Wages

2021 ALICE Staunton Profile

2021 Point-in-Time-Data

Population: 25,358 **Number of Households:** 11,125 (5% change from 2019)

Median Household Income: \$53,041 (state average: \$80,963)

Labor Force Participation Rate: 61% (state average: 65%)

ALICE Households: 33% (state average 28%) **Households in Poverty:** 13% (state average 10%)

Source United for ALICE. (2021). Virginia County Reports 2021: ALICE in Staunton City.

Key Research Findings: Readiness and Well-Being

Youth and Families

- Childcare: access to and expense
- Physical health
- Youth enrichment

**“Childcare always
affects someone’s job
opportunities.”**

Community Partner Interview

Key Research Findings: Readiness and Well-Being

Mental Health, Health-Related Services

- Availability
- Access
- Affordability
- Social factors:
 - Housing
 - Race and Ethnicity
 - Criminal background
 - Stigma

Local Households' Self-Reported Areas of Concern by Year

Household Experience	2018 Survey	2021 Survey
Depression/Anxiety	17.67%	60.66%
Unhealthy Weight	10.63%	28.69%
Poor Mental Health	5.89%	24.18%

Source: CAPSAW Community Needs Assessment Survey 2021

Key Research Findings: Readiness and Well-Being

Education and Schools

- Academic achievement
- Student climate
- Staffing diversity
- Teaching resources and funding

Black to White (B/W) and Hispanic to White (H/W) Achievement Ratios

Achievement Ratios	Reading Ratios			Math Ratios		
Academic Year	20-21	21-22	22-23	20-21	21-22	22-23
Black / White ratios	.64	.71	.77	.48	.64	.72
Hispanic / White ratios	.63	.83	.82	.52	.80	.82

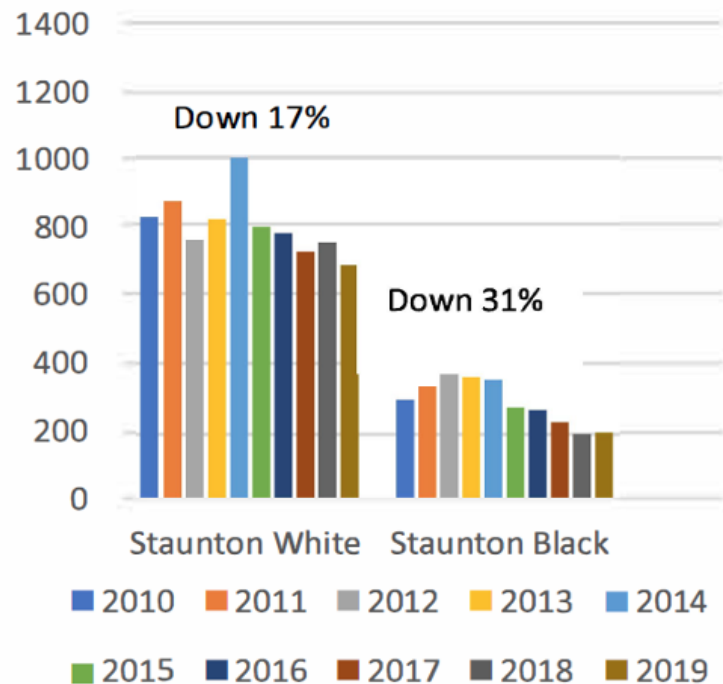
Source: VDOE: School Quality Reports

Key Research Findings: Readiness and Well-Being

Criminal Justice

- MRRJ intake
- Local commitments
- Resources and rehabilitation

**Chart 6: Middle River Regional Jail
Intakes by Race and Jurisdiction
(Staunton) 2010-2019**



*Source: Comprehensive Criminal Justice
Report [For](#) the Central Shenandoah Valley:
Part Two: Middle River Regional Jail Data*

Key Research Findings: Connectedness

Access to and Knowledge of Services

- Lack of awareness

Community Engagement/Belonging

- Lack of connection
- Representation

“The Black and Brown community is invisible here...”

“It is easy for smaller faith groups to feel invisible.”

“There is a level of [LGBTQ+] under-representation that is difficult to understand.”

Listening Session Participants

Key Research Findings: Connectedness

An opportunity for Staunton...

“By listening to people’s stories, and becoming familiar with their lives, one can begin to see how the policy guiding our major institutions – such as the criminal justice system, housing stock, childcare, etc. – intersect to create issues of well-being in our community.”

“The research would need to go beyond numerical representations to develop an in-depth understanding of individual and family perspectives and life experiences. This kind of information is only available from conversations and the testimony of citizens.”

Community Partner Interviews

Key Research Findings: Connectedness

Affordable Housing

- Access
- Social factors:
 - Poverty
 - Race
 - Age
 - Disability status
 - Criminal background
 - Health

“...some of the housing for older & aging populations are pieced together and makes [us] feel unwanted”

Listening Session Participant

Key Research Findings: Connectedness

Transportation

- Accessing basic needs
- Increasing costs
- Multifaceted, interrelated

“Voting access is also difficult for many...including transportation to the polls, parking and no large print or Braille ballots.”

“We need more awareness of wheelchair barriers in community events, for example - a recent [non-profit] event was totally inaccessible for those in wheelchairs.”

Listening Session Participants

Recommendations

Goal A: Invest in a Long-Term DEI Commitment

Recommendations

Goal B: Promote Values of Diversity, Equity & Inclusion in City Policies, Procedures, and Staff Representation

Recommendations

Goal C: Promote and Model Values of DEI for the Community and Broader Region to Increase Community Engagement and Foster a Stronger Sense of Belonging

Recommendations

Goal D: Prioritize Increased Opportunities for Residents to Gain and Sustain Economic Vitality

Recommendations

Goal E: Support Community Well-Being with an Enhanced Focus on Vulnerable Residents

Proposed Framework: 12-18 Months

The Current Commission: January 2024 - May 2024

1. Leadership
2. Policies and Procedures
3. Staff Cultural Competence

The Future DEI Commission: May 2024 - May 2026

4. Data Collection and Analysis
5. Community Engagement

Acknowledgements

- Staunton DEI Commission Members
- Dr. Robin Stacia
- Citizens and organizations in and serving Staunton City
- Leslie Beauregard, Morgan Smith, DEI Commission Liaison
Councilmember Alice Woods, and all other city staff
- Sean Stuhlsatz
- All city and private locations that offered space for community listening sessions
- Our family and loved ones who have supported us in this journey

“It’s not only about discovering great ideas; it’s also about the intrinsic value of a community coming together to solve their problems.”

Community partner interview

In Closing



Thank you
We look forward to your comments and questions

Engage the Diversity, Equity and Inclusion Commission



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



dei@ci.staunton.va.us