



Diversity, Equity & Inclusion Commission

Recommendations

Goal A: Invest in Long-Term DEI Commitment

- ◆ **Action A-1:** Hire or Name a DEI Officer Position to Provide Oversight of DEI Initiatives
- ◆ **Action A-2:** Implement a Permanent DEI Commission, Consisting of Diverse Community Members to Assist with Community Building, Accountability, and Ongoing Data Collection, Synthesis, and Integration

Goal B: Promote Values of DEI in City Policies, Procedures, and Staff Representation

- ◆ **Action B-1:** Formally Review all City Hiring Practices, Policies and Procedures Relations to DEI, Including Staff Representation, Recruitment and Procedures
- ◆ **Action B-2:** Develop a Standardized DEI-Specific Onboarding and Training for All City Employees, Boards, and Commissions
- ◆ **Action B-3:** Conduct an Accessibility Audit of Facilities and Public Areas
- ◆ **Action B-4:** Ensure Public Transparency and Accountability in DEI Initiatives

A decorative horizontal bar composed of several colored rectangular segments in shades of purple, olive green, blue, grey, yellow, maroon, dark blue, tan, teal, and green.

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

- ◆ **Action C-1:** Address Broad Communication Gaps, and Ensure Communications are Diverse in Language, Tone, Access, and Platform
- ◆ **Action C-2:** Develop a Staunton Equity Network
- ◆ **Action C-3:** Create More Inclusive Communication to Increase Access to and Knowledge of Available Services for the Community, Including Language Access, and Platform and Technology Needs

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

- ◆ **Action D-1:** Address the Need for Affordable Housing
- ◆ **Action D-2:** Enhance Public Transportation Services and Non-Car Options
- ◆ **Action D-3:** Continue to Cultivate Industry and Business Opportunities, with a Focus on Minority Businesses

A horizontal bar composed of several colored rectangular segments in shades of purple, olive green, blue, grey, yellow, maroon, dark blue, tan, teal, and green.

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

- ◆ **Action E-1:** Address the Intergenerational Needs of Staunton Residents
- ◆ **Action E-2:** Build Community Awareness of the Diverse Lived Experiences of Staunton Residents and Community Needs – Including BIPOC, LGBTQ+, Unhoused, and Disability Community
- ◆ **Action E-3:** Foster Collaboration and Coordination between Local Programs and Service Providers Focused on Mental Health, Physical Health, and Health-Related Services, Including Developing and Understanding of How the City can Support the Work of These Programs
- ◆ **Action E-4:** Pursue Equity in Criminal Justice



Proposed 12-18 Month Framework

Current Commission (January – June 2024)

- 
- ◆ **Leadership:** Assigning a DEI Officer or staff member specifically dedicated to DEI issues will be crucial to DEI work moving forward. A City Council liaison should also be assigned to work directly with and, along with the DEI Officer, attend Commission meetings.
 - ◆ **Policies and Procedures:** The Commission will identify policies and procedures for assigning future Commission members and the role of the Commission in the work of the City.
 - ◆ **Staff Cultural Competence:** The Commission and the City will work together to establish mutual guidance and training. The City can assist the Commission in understanding aspects of City Governance and recommendation implementations and the Commission can assist the City with training on competencies related to diversity, equity, and inclusion.



Proposed 12-18 Month Framework

Future Commission (June 2024–June 2026)

◆ **Data Collection and Analysis:** The Commission and City will develop measures of success and goal outcomes for the recommendations laid out by the Commission. The Commission and City will also identify and collect any additional points of data required.

◆ **Community Engagement:** The Commission and City will develop and facilitate community listening sessions and other opportunities for community outreach, especially those which the first Commission was not able to focus on.

- ◆ **Resource Access:** Particular attention should be paid to BIPOC businesses, media presence around DEI, and information on the City website in relation to connecting the community with resources.
- ◆ **Outreach:** The Commission and City should develop a protocol on how to respond to people who want to learn more about the report and what the City is doing in relation to DEI issues.

A horizontal bar composed of several colored rectangular segments in shades of purple, olive, blue, grey, yellow, red, and dark blue.

Thank You

www.staunton.va.us/equity