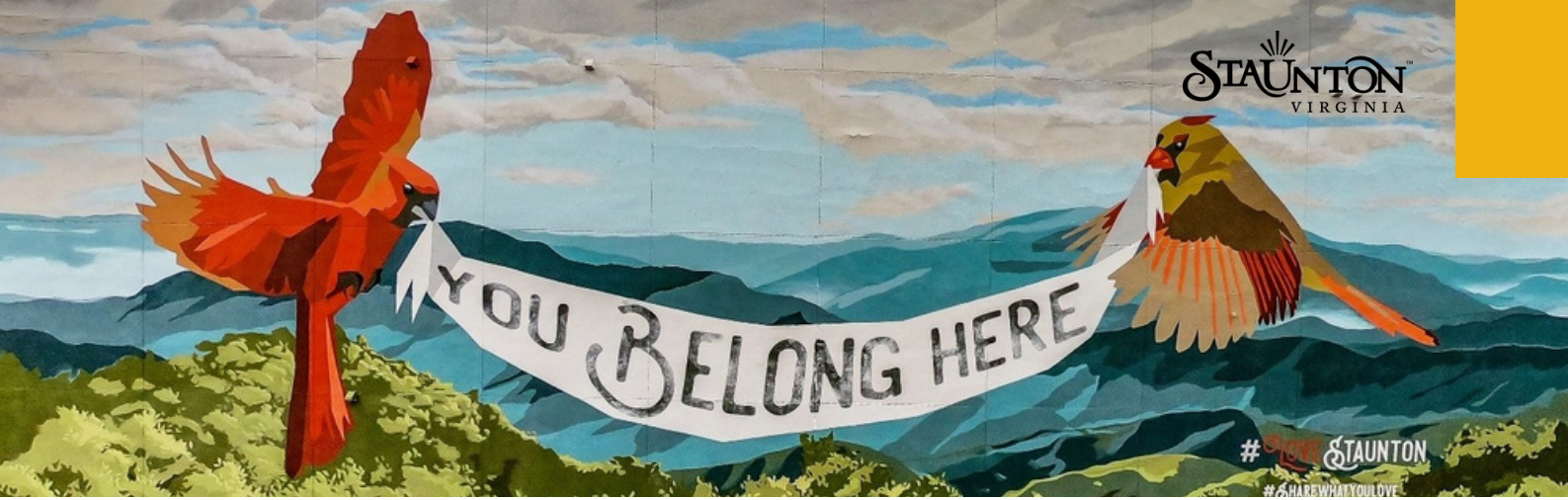




Recommendations

of the

City of Staunton

Diversity, Equity, and Inclusion Commission

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 Related 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

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

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 Services 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.

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.