

**A RESOLUTION IN SUPPORT OF ADOPTION OF THE SPECIFIC
RECOMMENDATIONS OUTLINED IN THE DEKALB COUNTY RACIAL EQUITY
STUDY**

WHEREAS, in 2020, the DeKalb County Board of Commissioners passed a resolution declaring “racism as a public health crisis,” committing the County to promoting racial equity, inclusion, and diversity in all aspects of county government, and;

WHEREAS, in 2021, the Board of Commissioners engaged with Partnership for Southern Equity (PSE) to develop a comprehensive, data-driven equity strategy aimed at integrating equitable practices into County operations, and;

WHEREAS, recommendations also include a goal to enhance equity in current and future policies, equitable recruitment and retention practices, guidance on implementing equity policies, a framework for measuring equity within Board decisions, and;

WHEREAS, the adoption of the study’s recommendations will serve as a guiding framework to advance equity internally and ensure that all residents have access to opportunities and essential services;

NOW, THEREFORE, BE IT RESOLVED that the DeKalb County Governing Authority hereby supports the adoption and implementation of specific recommendations outlined in the Equity Study, including but not limited to:

1. Conduct an audit of internal communications within DeKalb County and its employees to ensure equitable access to information for all employees.
2. Develop and adopt a policy evaluation framework that assesses and measures internal policies. A structured policy evaluation framework across all relevant county departments is needed to analyze the impact of internal policies on current employees.
3. Develop and implement County-wide expectations for accountability and participation in employee training by establishing clear guidelines for employee training that prioritize skill development, professional growth, and equity awareness.
4. Develop the role of an Equity Officer under the CEO Office. The role would be to designate a dedicated Equity Officer to lead and coordinate the County’s internal and external equity initiatives strengthening the local governing authority’s relationship with historically marginalized communities.
5. Complete a Community Equity Study of DeKalb County by engaging with our local communities through surveys, focus groups, and other participatory methods to better understand residents' priorities and concerns. A comprehensive study would utilize County demographics, community needs, and other disparities to gather actionable data. Findings

would develop targeted recommendations that inform resource allocation, program design, and policy decisions.

ADOPTED this ____ day of _____, 20__ by the DeKalb County Board of Commissioners.

Michelle Long Spears
Presiding Officer
Board of Commissioners
DeKalb County, Georgia

ADOPTED this ____ day of _____, 20__ by the DeKalb County Board of Commissioners.

Lorraine Cochran Johnson
Chief Executive Officer
Board of Commissioners
DeKalb County, Georgia

ATTEST:

APPROVED AS TO FORM:

BARBARA H. SANDERS-NORWOOD, CCC
Clerk to the Board of Commissioners and
Chief Executive Officer
DeKalb County, Georgia

Matthew Welch
Interim County Attorney