DEKALB COUNTY COMPREHENSIVE EQUITY STRATEGY STUDY
Partnership for Southern Equity

DeKalb County GEORGIA

Partnership for Southern Equity — TOGETHER WE PROSPER

Project Lead: Kaziem Woodbury
Project Manager: Jennifer Cobb

Original Project Start:	Mon, 4/3/2023
Proposed Project Extension End Date:	Fri, 6/28/2024

Establish Internal Equity Level Set (Phase 1)

Milestone	Start	End
Identify and meet with Dekalb County Internal Workgroup	4/3/2023	4/14/2023
Design Key Informant Interviews Protocols and Processes for Rounds 1 & 2	4/3/2023	4/18/2023
Conduct Key Informant Inter iews (Round 1: Leandership/Internal Workgroup)	4/17/2023	5/1/2023
Develop and Clarify Overall Scope, Processes and Primary Aims of Comprehensive Equity Assessment	5/2/2023	5/15/2023
Identify & Engage Internal Equity Steering Committee (ESC) in 1st Meeting	4/14/2023	5/22/2023
Conduct Key Informant Interviews (Round 2: Representative DeKalb Co. Employees & ESC)	5/22/2023	6/12/2023
Develop Monthly Progress Reports	5/22/2023	6/30/2023
Create agenda and notes for all workshops and meetings	5/22/2023	6/15/2023
Establish and Adopt ESC Equity Values, Vision and Beliefs	5/22/2023	8/31/2023
Conduct Racial Equity 101 Virtual Trainings (5 Total)*	6/1/2023	8/31/2023
Co-Design Equity Survey Assessment and Protocols with ESC	7/3/2023	9/18/2023

Internal Assessment - Department Interviews and Data Collection (Phase 2)

Milestone	Start	End
Identify DeKalb Co. Department Interview Subjects (frontline, mangers, department heads and other departmental leaders)	8/1/2023	9/18/2023
Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study Initiates	8/1/2023	1/31/2024
Conduct comparative analysis with 4 other county equity and inclusion best practices with four other Counties	8/1/2023	12/20/2023
Conduct department interviews (Max. - 30)	9/19/2023	10/9/2023
Administer Equity Survey Assessment	9/19/2023	10/9/2023
Develop Equity Discovery Analysis & Common Themes Report	10/10/2023	11/21/2023
Identify Equity Audit Assessment Policies, Practices & Procedures	12/1/2023	1/31/2024
Equity Audit Assessment of County Policy, Practice and Procedures (Max. - 20)	2/1/2024	4/3/2024

Data Reporting and Recommendations (Phase 3)

Milestone	Start	End
*Preliminary Data Report	5/1/2023	6/15/2023
*Equity Recommendations (After-Action) Report	8/1/2023	5/15/2024
Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study	8/1/2023	6/12/2024
*Final DeKalb County Comprehensive Equity Plan Report	8/1/2023	6/12/2024
Schedule and Deliver Presentation to Dekalb County Board of Commissioners	6/3/2024	6/28/2024

Timeline columns: Q1 (April, May, June), Q2 (July, August, September), Q3 (October, November, December), Q4 (January, February, March), Q5 (April, May, June) — First Monday of Each Month.

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PHASE	MILESTONES		Q1			Q2			Q3			Q4			Q5		
			April	May	June	July	August	September	October	November	December	January	February	March	April	May	June
PROJECT PHASE	(First Monday of Each Month)		3 10 17 24	1 8 15 22 29	5 12 19 26	3 10 17 24 31	7 14 21 28	4 11 18 25	2 9 16 23 30	6 13 20 27	4 11 18 25	1 8 15 22 29	5 12 19 26	4 11 18 25	1 8 15 22 29	6 13 20 27	3 10 17 24

Phase 1
*5 Racial Equity 101 Training Sessions
(2 half day trainings per session)

Milestones
*Preliminary Data Report Due Date: 8/1/2023
*Equity Recommendations /After-action Report Due Date: 12/13/2023
*Final Comprehensive Equity Report Due Date: 6/17/2024