DEKALB COUNTY COMPREHENSIVE EQUITY STRATEGY STUDY

Partnership for Southern Equity

Original Project Start:

Proposed Project Extension End Date:

Mon, 4/3/2023

Fri, 6/28/2024

DeKalb County



Project Lead: Kaziem Woodbury
Project Manager: Jennifer Cobb

Part	PHASE	MILESTONES				Q1				Q2			Q3			Q4			Q5	
Establish Internal Equity Leed Set Coarding and most will Dokalt County internal Wavegroup Project for pinternal transposes from the Set Set Set Set Set Set Set Set Set Se	PROJECT PHASE																			June
Dougle for information time deep Centrol and Processor for Recurs 1 is 3 4,9333	NOJECT THASE		(Tirst Monday of Lacit	wonan	3 10 17 2	1 0 13 11	23 3 12 13	20 5 10	1, 2, 31	, 11 21 20	11 10 25	2 3 10 23 30	0 13 20 27	1 11 10 23	1 0 13 12 2		. 11 10 25	1 1 1 1 1 1 1	, 0 13 20 27	3 10 17 21
Design Key Information Interviews Processes and Processes for Bounds 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Assessments 1. Except Online Test Information Interviews (Paralla Licenscending Paralla Licenscen	Phase 1	Identify and meet with Dekalb County Internal Workgroup	4/3/2023	4/14/2023																
Phase 2 Phase 2 Phase 3 Contrib St. Images Internal sourcy Stemany Committee (Such) at 18 Monting Contrib St. Images Internal sourcy Stemany Committee (Such) at 18 Monting Contrib St. Images Internal sourcy Stemany Committee (Such) at 18 Monting Contrib St. Images Internal sourcy Stemany Committee (Such) at 18 Monting Contrib Stemany Committee (Such) at 18 Monting Contribute (Such)		Design Key Informant Interviews Protocols and Processes for Rounds 1 & 2																		
Place 1		Conduct Key Informant Inter iews (Round 1: Leandership/Internal Workgroup)	4/17/2023	5/1/2023																
Covidant for justification (Covidant for justification (Covidant for justification) (Covidant for justi		Develop and Clarify Overall Scope, Processes and Primary Aims of Comprehensive Equity Assessment	5/2/2023	5/15/2023																
Concort by Monthly Pringers Report Develop Monthly Pringers Report Control and active for all workshops and monthings Final Bits and Acquir Efficiency State and Report Indian Control Control Report Indian Control C		Identify & Engage Internal Equity Steering Committee (ESC) in 1st Meeting	4/14/2023	5/22/2023																
Cesite agenda and notes for all workshoots and meetings S1222002 S122202 S122		Conduct Key Informant Interviews (Round 2: Representative DeKalb Co. Employees & ESC)	5/22/2023	6/12/2023																
Etablish and Alogic ESC Capity Values, Vision and Beliefs 5/12/2023 Conduct Record Figurity 101 Vorteal Trainings (5 Year)* Con Design Squiry Survey, Assessment and Production beth SSC 7/12/2023 MATA/2023 Internal Assessment - Department Interviews and Data Collection Internal Assessment - Department Interviews Assess		Develop Monthly Progress Reports	5/22/2023	6/30/2023																
Corduct Ricial Equity 101 Virtual Trainings (5 Total** Cri Unrigin Equity Survey Assessment and Protocols with SC 77/2023 1/14/20		Create agenda and notes for all workshops and meetings	5/22/2023	6/15/2023																
Co-Design Equity Survey Assessment and Protocols with ESC 7/1/2023 Internal Assessment - Department Interviews and Data Collection Identify Defailb Co. Department Interview Solgects (Frontilline, mangers, department leaders) Weltroming Defailb Immigrant and Britage Affairs Office Feasibility Study Initiates 8/1/2023 Weltroming Defailb Immigrant and Britage Affairs Office Feasibility Study Initiates 8/1/2023 8/1/2023 Weltroming Defailb Immigrant and Britage Affairs Office Feasibility Study Initiates 8/1/2023 8/1/2023 Phase 2 Conduct comparative analysis with 4 other county equity and inclusion best practices with four other Counties 8/1/2023 8/1/2023 Phase 2 Conduct department interviews (Max - 20) 9/1/2023 1/2/2023 1/2/2023 1/2/2023 1/2/2023 1/2/2024 1/		Establish and Adopt ESC Equity Values, Vision and Beliefs	5/22/2023	8/31/2023																
Internal Assessment - Department Interviews and Data Collection Identify Defails Co. Department interview Subjects (frontline, mangers, department leaders) Velcoming Defails Invinigrant and Refugee Affais Office Feasibility Study Initiates 8/1/2023 9/19/2023 Velcoming Defails Invinigrant and Refugee Affais Office Feasibility Study Initiates 8/1/2023 1/29/2023 Conduct congarative analysis with 4 other county equity and inclusion best practices with four other Counties 8/1/2023 1/29/2023 Conduct department interviews (Max - 20) 9/19/2023 10/9/2023 Administer Equity Survey Assessment (Max - 20) 9/19/2023 10/9/2023 Develop Equity Discovery Analysis & Common Thomes Report 10/19/2023 11/29/2024 Identify Equity Audit Assessment Policies, Practices and Procedures (Max - 20) 2/1/2024 4/3/2024 Figuity Audit Assessment Occupity Policy, Practice and Procedures (Max - 20) 2/1/2024 4/3/2024 Phase 3 Precliminary Data Report **Topility Recommendations (Max - Action) Report 8/1/2023 5/15/2023 **Topility Recommendations (Max - Action) Report 8/1/2023 5/15/2024		Conduct Racial Equity 101 Virtual Trainings (5 Total)*	6/1/2023	8/31/2023																
Identify Defail Co. Department interview Subjects (frontline, mangers, department leaders) Welcoming Defails immigrant and Refugee Affairs Office resubility Study Initiates R/1/2023 1/31/2024 Conduct comparative analysis with 4 other county equity and inclusion best practices with four other Counties R/1/2023 1/31/2024 Conduct department interviews (Max - 30) Phase 2 Conduct department interviews (Max - 30) Administer Equity Survey Assessment Develop Equity Discovery Analysis & Common Themes Report 10/10/2023 1/31/2024 Identify Faulty Audit Assessment Policies, Practices & Procedures 12/1/2023 1/31/2024 Equity Audit Assessment of County Policy, Practice and Procedures (Max - 20) Data Reporting and Recommendations **Preliminary Data Report **Equity Recommendations (After-Action) Report **Equity Recommendations (After-A		Co-Design Equity Survey Assessment and Protocols with ESC	7/3/2023	9/18/2023																
Welcoming De/fall himmigrant and Refuges 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 1/2/20/2023 Conduct department interviews (Max 30) 9/19/2023 10/9/2023 Administer Equity Survey Assessment Develop Equity Discovery Analysis & Common Themes Report 10/10/2023 11/21/2023 1/21/2023 1/31/2024 Equity Audit Assessment of County Police, Practice and Procedures (Max 20) 2/1/2024 4/3/2024 Phase 3 Phase 3 Phase 4 Velcoming De/fall immigrant and Refuger Affairs Office Feasibility Study 8/1/2023 6/15/2024 8/1/2023 6/15/2023 8/1/2023 6/15/2024 Velcoming De/fall immigrant and Refuger Affairs Office Feasibility Study 8/1/2023 6/15/2024 8/1/2023 6/15/2024		Internal Assessment - Department Interviews and Data Collection																		
Conduct comparative analysis with 4 other county equity and inclusion best practices with four other Counties 8/1/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/2023 12/20/2024 12/20/20/20/20/20/20/20/20/20/20/20/20/20		Identify DeKalb Co. Department Interview Subjects (frontline, mangers, department heads and other departmental leaders)	8/1/2023	9/18/2023																
Phase 2 Conduct department interviews (Max - 30) Administer Equity Survey Assessment 9/19/2023 10/9/2023 Develop Equity Discovery Analysis & Common Themes Report 10/10/2023 11/21/2023 11/21/2023 11/21/2023 11/21/2023 11/21/2023 11/21/2024 Equity Audit Assessment Policies, Practice and Procedures (Max 20) 2/1/2024 4/3/2024 Phase 3 *Preliminary Data Report *Preliminary Data Report \$/1/2023 \$/1/2024 \$/1/2023 \$/1/2024		Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study Initiates	8/1/2023	1/31/2024																
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 Preliminary Data Report *Equity Recommendations (After-Action) Report *Equity Recommendations (After-Action) Report 8/1/2023 6/15/2024 Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Equity County Comprehensive Equity Blog Report *Equity County Comprehensive Equity Blog Report *Equity County Comprehensive Equity Blog Report		Conduct comparative analysis with 4 other county equity and inclusion best practices with four other Counties	8/1/2023	12/20/2023																
Develop Equity Discovery Analysis & Common Themes Report 10/10/2023 11/21/2023 Identify Equity Audit Assessment Policies, Practices & Procedures Equity Audit Assessment of County Policy, Practice and Procedures (Max 20) Data Reporting and Recommendations *Preliminary Data Report *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 Data In County Commondations Equity Blan Report	Phase 2	Conduct department interviews (Max 30)	9/19/2023	10/9/2023																
Identify Equity Audit Assessment Policies, Practices & Procedures Equity Audit Assessment of County Policy, Practice and Procedures (Max 20) 2/1/2024 4/3/2024 Data Reporting and Recommendations *Preliminary Data Report *Equity Recommendations (After-Action) Report Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Inial DeKalb County Comprehensive Equity Blan Report *Inial DeKalb County Comprehensive Equity Blan Report		Administer Equity Survey Assessment	9/19/2023	10/9/2023																
Equity Audit Assessment of County Policy, Practice and Procedures (Max 20) Data Reporting and Recommendations *Preliminary Data Report *Equity Recommendations (After-Action) Report Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Final DeKalb County Comprehensive Fourty Plan Penort		Develop Equity Discovery Analysis & Common Themes Report	10/10/2023	11/21/2023																
Phase 3 *Preliminary Data Report *Equity Recommendations (After-Action) Report Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Final DeKalb County Comprehensive Faulty Plan Report		Identify Equity Audit Assessment Policies, Practices & Procedures	12/1/2023	1/31/2024																
*Preliminary Data Report *Equity Recommendations (After-Action) Report *Equity Recommendations (After-Action) Report Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Sinal DeKalb County Comprehensive Equity Plan Penort			2/1/2024	4/3/2024																
Phase 3 *Equity Recommendations (After-Action) Report *Uniform the proof of the p	Phase 3	Data Reporting and Recommendations																		
Phase 3 Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Final DeKalb County Comprehensive Equity Plan Report		*Preliminary Data Report	5/1/2023	6/15/2023																
Welcoming DeKalb Immigrant and Refugee Affairs Office Feasibility Study *Final DeKalb County Comprehensive Equity Plan Report		*Equity Recommendations (After-Action) Report	8/1/2023	5/15/2024																
*Final DeKalb County Comprehensive Equity Plan Report 8/1/2023 6/12/2024		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		Schedule and Deliver Presentation to Dekalb County Board of Commissioners	6/3/2024	6/28/2024																

DEKALB COUNTY COMPREHENSIVE EQUITY STRATEGY STUDY

Partnership for Southern Equity

Original Project Start:

DeKalb County

Partnership for Southern Equity

Project Lead: Kaziem Woodbury Project Manager: Jennifer Cobb

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

riojectivianager. Jennier Cobb																		
PHASE	ASE 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 2	9 6 13 20 27	3 10 17 24	
Phase 1	_	Milestones																
*5 Racial Equity 101 Training Sessions	*	Preliminary Data Report Due Date: 8/1/2023																
(2 half day trainings per session)	*	*Equity Recommendations /After-action Report Due Date:																
	1	12/13/2023																
	*	Final Comprehensive Equity Report Due Date: 6/17/2024																