

A RESOLUTION URGING THE ADMINISTRATION IMPLEMENT THE SPECIFIC RECOMMENDATIONS OUTLINED IN THE DEKALB COUNTY RACIAL EQUITY STUDY AS ADOPTED IN 2025.

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, 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, in 2025, the Board of Commissioners approved Agenda Item 2025-0521: “A Resolution in Support of Adoption of the Specific Recommendations Outlined in the DeKalb County Racial Equity Study.”

NOW, THEREFORE, BE IT RESOLVED that the DeKalb County Board of Commissioners urge the Administration implement the specific recommendations outlined in the DeKalb County Racial Equity Study as adopted in 2025:

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.

BE IT FURTHER RESOLVED: the Board of Commissioners requests a status update on the specific recommendations within 90 days of this resolution passing.

ADOPTED this ____ day of _____, 2026.

CHAKIRA JOHNSON
Presiding Officer
Board of Commissioners
DeKalb County, Georgia

APPROVED by the Chief Executive Officer of DeKalb County, this _____ day of _____, 2026.

LORRAINE COCHRAN JOHNSON
Chief Executive Officer
DeKalb County, Georgia

ATTEST:

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

APPROVED AS TO FORM:

TERRY G. PHILLIPS
Interim County Attorney
DeKalb County, Georgia