



## SPRING 2024 UPDATE

# Comprehensive Equity Strategy

DeKalb County Planning, Economic Development  
& Community Services (PECS) Committee



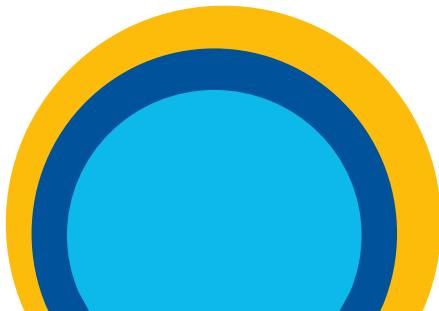
Tuesday, April 9, 2024  
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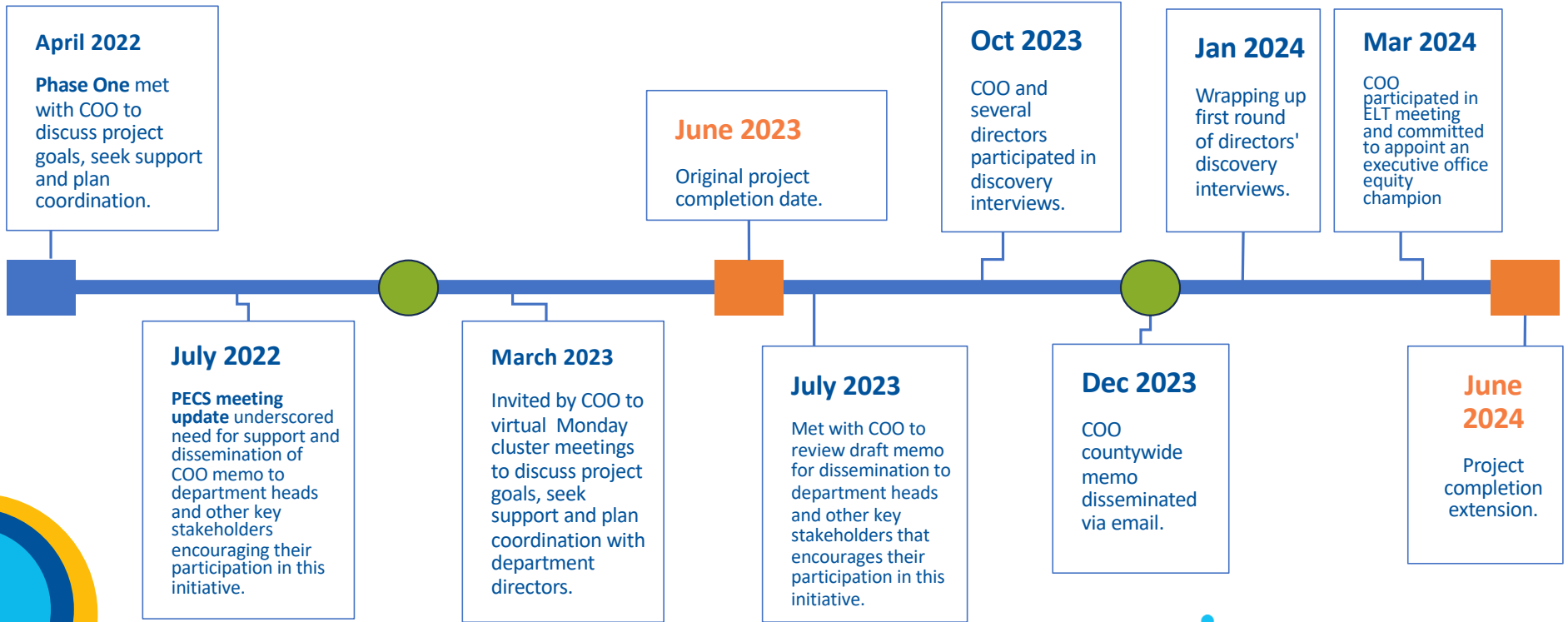


## Six Key Outputs

### Three Phases

- Leadership trainings on equitable practices
- Recommendations on increasing equity for future policies
- Feasibility analysis for the creation of an Office of Immigrant and Refugee Affairs
- Recommendations on increasing equity for current policies
- Framework for measuring equity in each policy within the BOC
- Guidance on operational equity policies



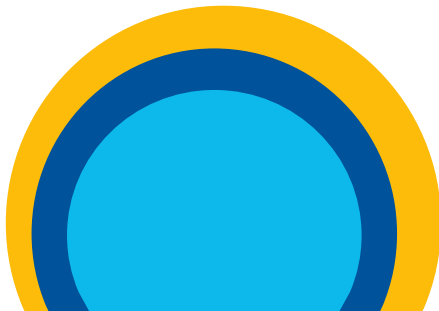




## **SPRING 2024 Project Update: Special Note**

### Executive Office Project Champion

- In March 2024, COO Zach Williams attended the Equity Lead Team meeting and designated – Larry C. Jacobs, Director of Risk Management, to represent the executive office by actively soliciting the full cooperation of all directors and their respective staff.





# The Equity Lead Team

**Larry C. Jacobs**  
Risk Management, Director

**Damon Scott**  
Human Services, Director

**Allison Weissinger**  
DeKalb Public Library, Director

**Jessica Blair-Muhammad**  
Management Analyst III

**Marcus M. Allen**  
Management Analyst II



## SPRING 2024 Phase 1 Project Update:

### **Objective 1 Discovery Interviews & Surveys**

Some key administration and Board of Commission staff have been interviewed to discover hopes and expectations for the Equity Assessment project. **However, we have been unable to conduct an agency survey assessment to obtain information to customize the Racial Equity 101 training.**

### **Objective 2: Establishing an Internal Equity Work Group**

PSE has been working with County administration leadership to recruit interested employees to establish an Equity Task Force (ETF). **Completed.**

PSE will work with County officials and interested employees to establish an Equity Steering Committee (ESC) that is representative of the entire staff body, including race, gender, ability, and staff level. The ESC will work to develop a deeper understanding of the institutional practices and policies that advance or impede progress on inclusion and equity also know as an Equity Steering Committee (ESC), that is representative of the entire staff body, including race, gender, ability, and staff level. **However, the outreach results were minimal.**



## SPRING 2024 Phase 1 Project Update:

### **Objective 3: Racial Equity 101 Training**

Using insights from this preliminary assessment, PSE would conduct Racial Equity 101 training for key staff, local elected officials, and the ETF to help better understand equity as a concept and equip them with strategies to re-imagine department operations to more effectively model inclusion. **This action is delayed due to ineffective outreach and low department prioritization that is key to authentic engagement and full participation.**



## SPRING 2024 Project Next Steps

### Racial Equity 101

- Confirm [departmental participation spreadsheet](#) commitments
- Confirm **five** proposed virtual/in-person trainings dates between May and July
  - Send invitations 4 weeks in advance
  - Confirm attendance 2 weeks in advance
  - Send training materials 1 week in advance Racial Equity 101

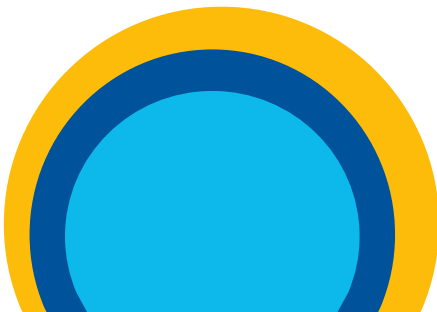
### Immigrant and Refugee Affairs Office Feasibility Desk Audit

- Key stakeholder discovery interviews



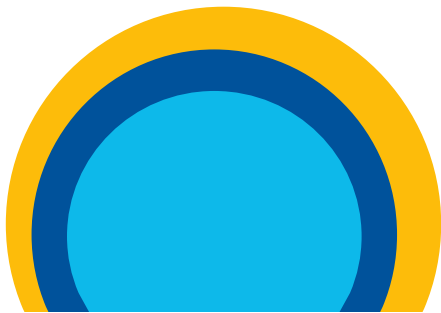
## What is needed?

- **A project extension through October 28, 2024.**
- **An explicit participation mandate from leadership.**
- **A more effective staff outreach and engagement strategy.**
- **Encouragement and support for director and staff participation.**
  - Anticipating the recent executive office appointment of an equity champion will support and accelerate the successful completion of this project.





# Q&A





# Thank You

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