

Office of Equity and Inclusion  
Historic Landmarks  
Commission Meeting

March 11, 2024



Equity Vision Statement: *all people*  
in Mecklenburg County will have an  
equitable opportunity to *thrive* in  
the workplace and in the  
community.

Equity Mission: To build and sustain a culture of equity and inclusion across the county through understanding, analyzing and eliminating the root causes of racial disparities and advancing equitable policies, practices and procedures, creating a culture of equity to meet the needs of all residents.

*“If you have come here to help me you are  
wasting your time, but if you have come  
because your liberation is bound up with  
mine, then let us work together.”*

*— Lilla Watson*

# What we will cover

- Equity Action Plan
- DEAT Strategy
- Advancing Racial Equity and Training
- Board Support and Investment
- Q&A





Where are we going?



For equity to exist throughout our work, we ask ourselves the following simplified questions at each decision point:

Who are we? Who are we becoming?

What are we doing?

Why are we doing it?

Who benefits/is impacted?

# DOING THE WORK



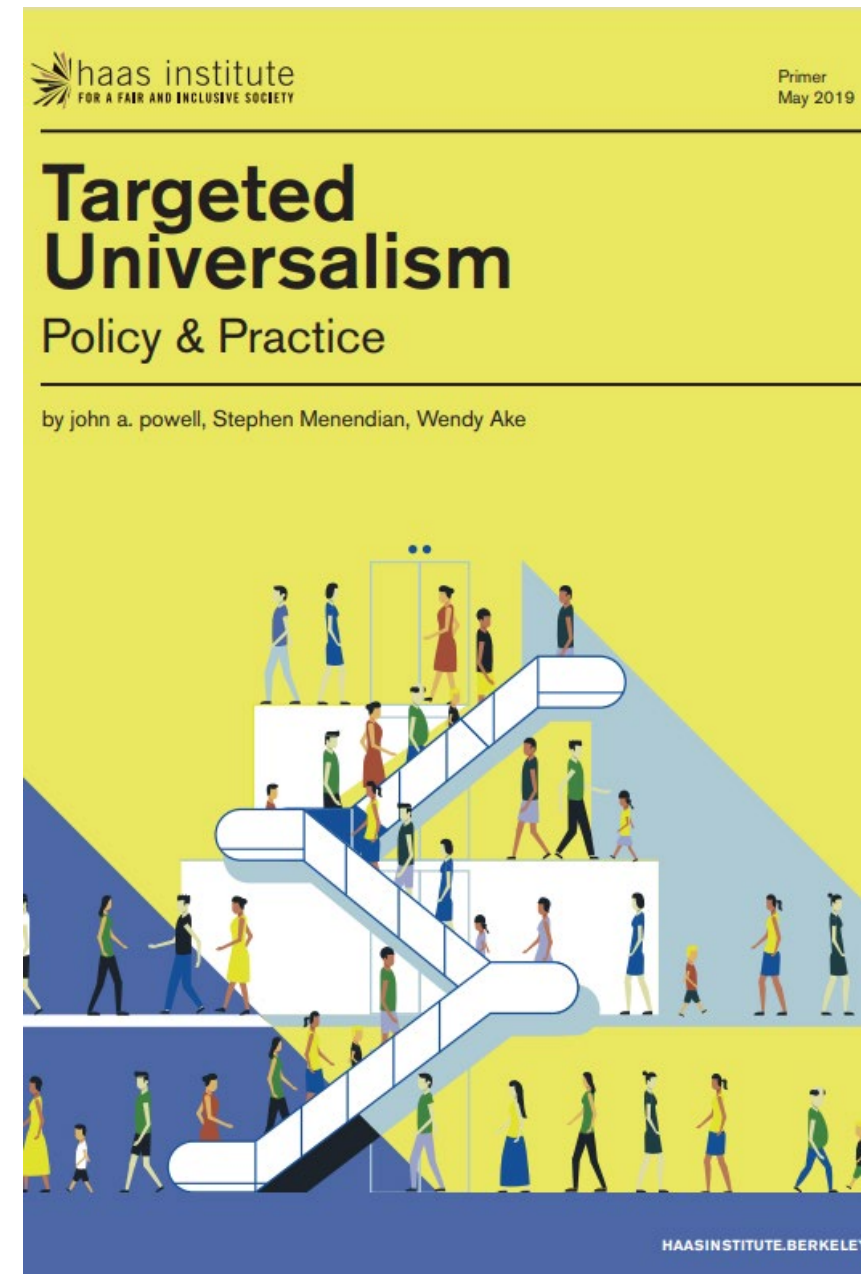
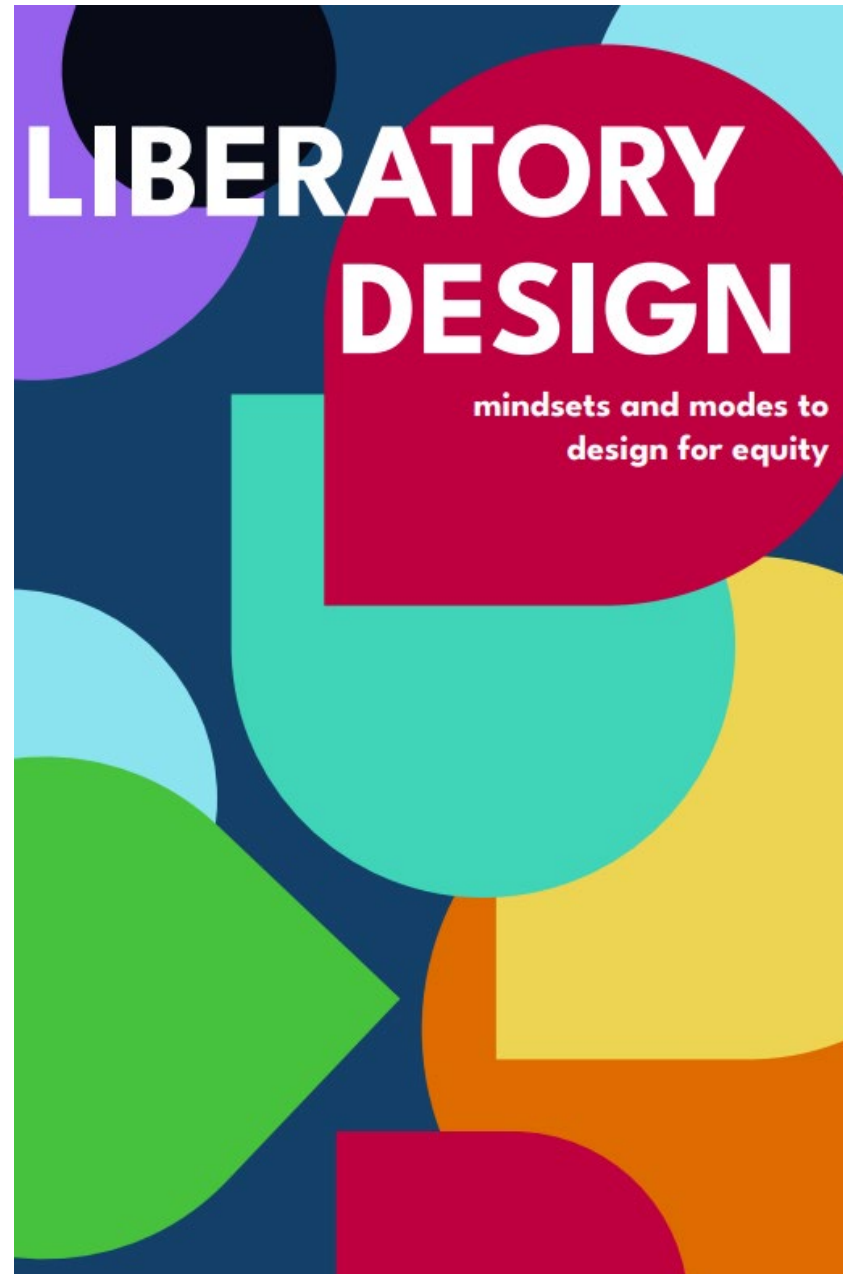


# OEI Update

Leading by design,  
not by default.

## Influential Frameworks

Foundation of the path ahead will honor the principles of the GARE Model but be rooted in the fundamentals of Liberatory Design, Targeted Universalism, and other credible models.



# BOCC Budget Priorities

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**Affordable Housing:** Evaluate new housing opportunities that are affordable to residents in need.

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**Education Attainment Gaps:** Link existing allocations to strategies & targets to improve college & career readiness outcomes for all students.

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**Environmental Leadership:** Implement the Environmental Leadership Action Plan.

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**Meck Pre-K:** Continue implementation of voluntary, universal public pre-k for all eligible 4-year-old children.

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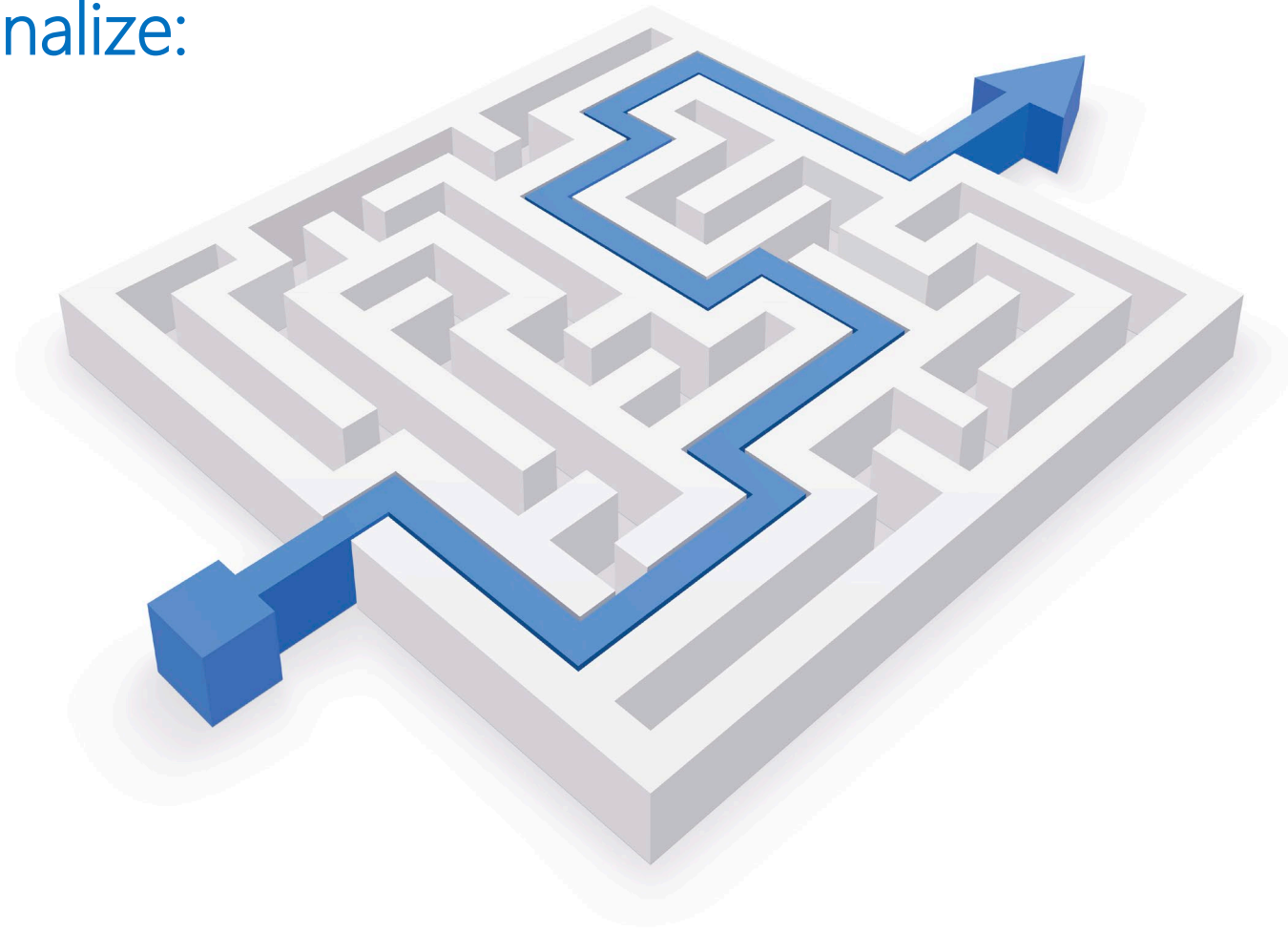
**Workforce Development:** Provide leadership & align communication with jobseekers & employers.

**Racial Disparities:** Ensure that investments by the County focus on closing racial & ethnic gaps so that race does not predict one's success, while also improving outcomes for all. Race will be interwoven into the Board Priorities through policies, practices, & procedures that seek to analyze & eliminate the root causes of racial disparities with the hope that all people in Mecklenburg County will have an equitable opportunity to thrive in the community. *Cross-Cutting*

# Equity Action Plan

## Normalize, Organize, and Operationalize:

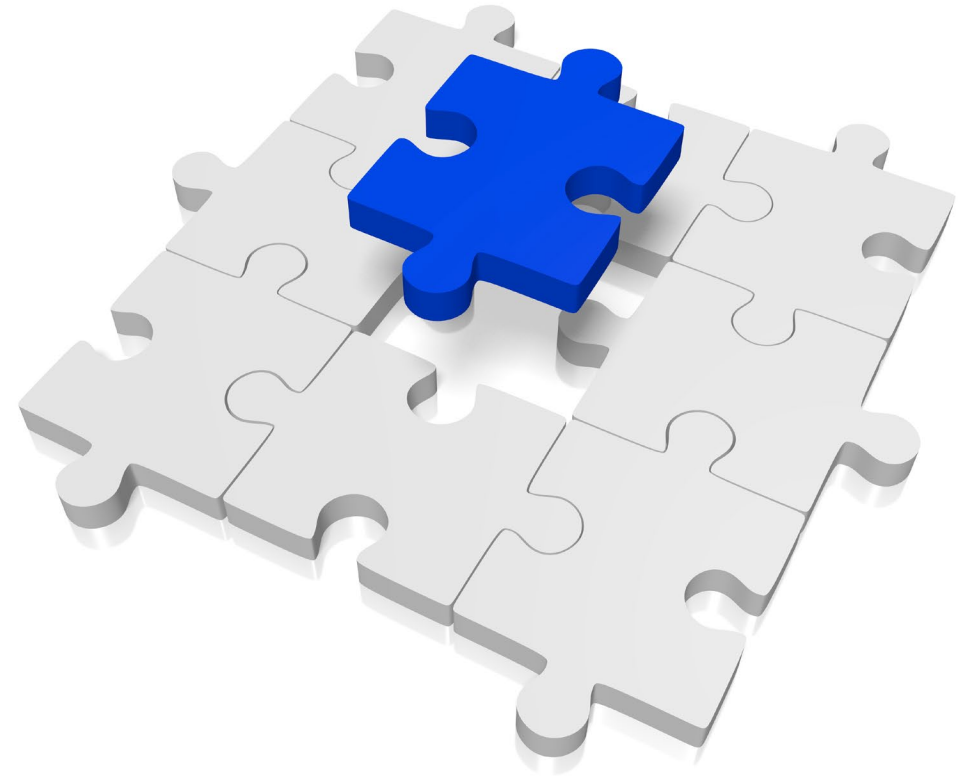
- Final Summary of Original Equity Action Plan (EAP)
- Building off the original plan to show the breadth and depth of our equity work.
- Working with Departments to inform the EAP 2.0
- Fostering relationships for community feedback
- Timeline FY2024



# Equity Needs Assessment

Enhancing the ability to respond in the presence of difference

- Assessing collective perspectives on County:
  - Programs
  - Power Dynamics
  - Policies
  - People
  - Culture
  - Cultural Engagement





# Department Equity Action Teams (DEAT)

## Department specific approach to advancing racial equity

- Focus on department goals and objectives.
- Support the department equity action plan.
- Foster engagement and learning opportunities.



**DEAT Competencies**



# Child, Family, and Adult Services Department Equity Action Team Action Plan

<b>Goal:</b>		Pulled from SBP	
<b>Objective:</b>		Pulled from SBP	
<b>How Objective Will Be Measured:</b> <small>(Data Team will work collaboratively on this)</small>		We will measure our effectiveness by focusing on the <b>(Insert data measure here)</b> on a <b>(insert cadence here)</b> for our <b>(Insert constituent group here. i.e. men of color, bilingual staff, LGBTQ+, Immigrants, etc.)</b>	
<b>Baseline Measure:</b> <small>(Data Team will work collaboratively on this)</small>		<b>If Applicable (Insert measurable data here. Should be aligned to what was identified above.)</b>	
<b>Strategy 1 for Moving the Objective:</b>			
<i>Action Steps:</i>	<i>Timeframe</i>	<i>Who Leads?</i>	<i>Resources Needed</i>
Pulled from SBP	Pulled from SBP		
<b>Strategy 2 for Moving the Objective:</b>			
<i>Action Steps:</i>	<i>Timeframe</i>	<i>Who Leads?</i>	<i>Resources Needed</i>
<b>Strategy 3 for Moving the Objective (Community Engagement/Partnership):</b>			
<i>Action Steps:</i>	<i>Timeframe</i>	<i>Who Leads?</i>	<i>Resources Needed</i>





# Defining DEATs

DEATS ARE...

**Partners** with department directors to bridge DEAT work on leadership level

**Cultivators of leadership** through LT meetings, townhalls and enterprise communication to highlight DEAT updates and accomplishments

**Blueprints of diversity, equity & inclusion** within the departments

DEATS ARE NOT...

Employee Engagement Committee

BIPOC Social Hangouts

Vent Sessions

Human Dumping Ground

Department "Police"



Sound good?  
Contact your director (or Amanda)



# Equity Core Team

## Office of Equity Inclusion (OEI)

- Sponsor ECT in programs and initiatives with Executive Team and Board
- Facilitate internal and external partnerships as needed
- Serve as a *partner* in program development and implementation
- Escalate priority projects as needed

## Equity Core Team (ECT)

- Lead Focus Areas and initiatives to enhance employee E&I experience
- Build external and internal partnerships to enhance E&I acumen
- Develop strategic plan for OEI partnership and County support
- Serve as advisory for OEI

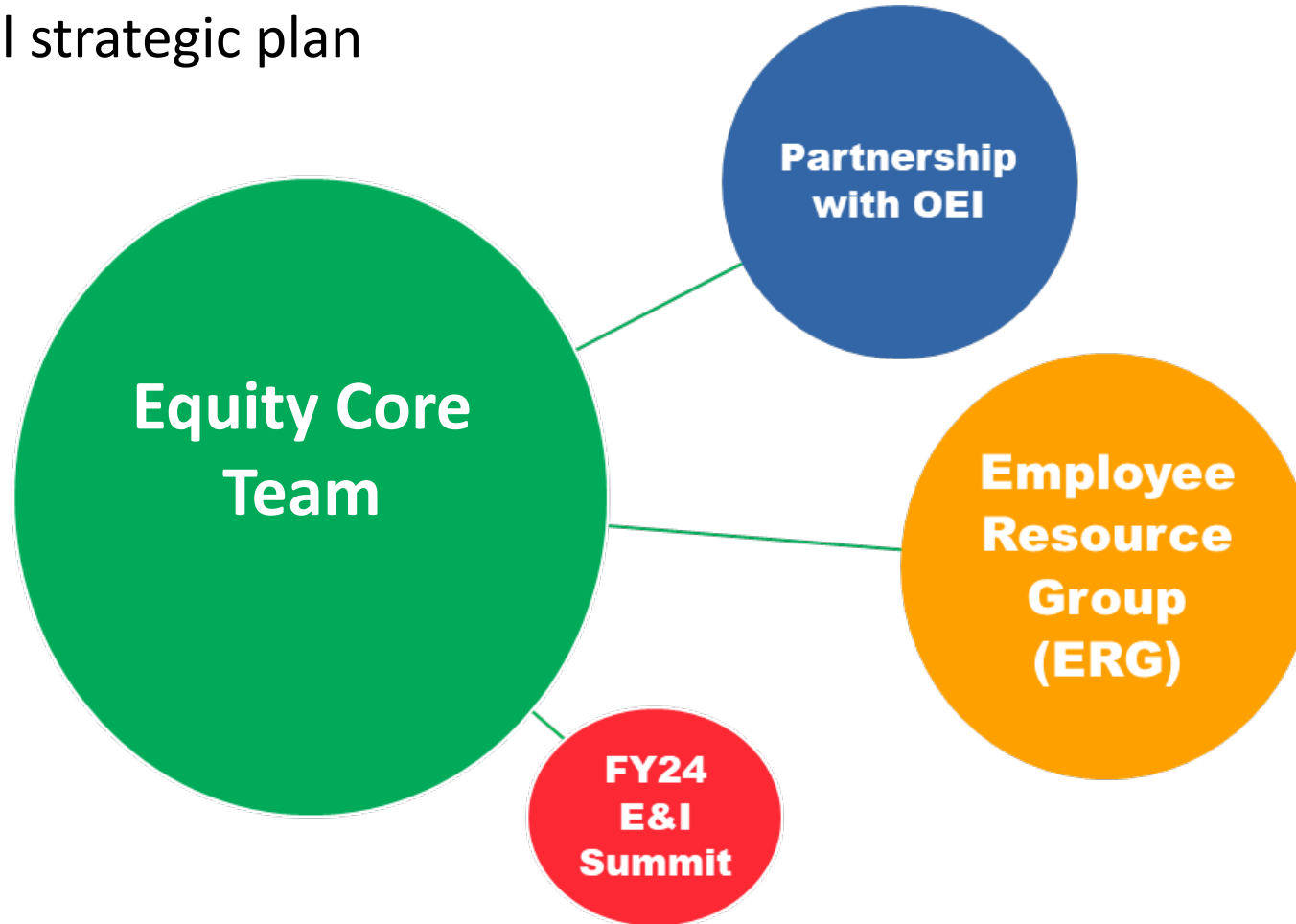
## Both

- Implement programs and strategies that reflect the County Equity Action Plan
- Collaborate on high-level focus areas (ERGs, EI Summit)



# Equity Core Team FY24 Focus Areas

ECT Focus Areas are determined with OEI collaboration and will adhere to an annual strategic plan



**Note: OEI partnership is standard for all programs and initiatives; OEI will sustain continual facilitation alongside ECT leadership**

# Advancing Racial Equity (ARE) Trainings

- The training is part of the County's Equity Action Plan
- Focuses on understanding the role government plays in advancing racial equity, helping employees understand and define equity, implicit bias, explicit bias, as well as individual, institutional and structural racism
- All full-time County employees are required to take the training
- Trainings are provided by contracted external facilitators along with County staff who served as internal facilitators
- Trainings resumed in the Spring of 2023 to train the backlog of staff that needed the training.



# Advancing Racial Equity (ARE) Trainings

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- Next Steps
- Relaunching Advancing Racial Equity Training in later this month to train all newly hired staff going forward.
- Develop ARE 2.0 for deeper dive for existing county employees.





# Mecklenburg County Equity Investments Ad Hoc Committee

- Equity Investment Strategy that will;
  - inform the community of the Robinson-Spangler Carolina Room Library Report, with a focus on the County's scope of authority and
  - empower the community to provide feedback regarding where investments should be made
- Engagement process led by a consultant/community organization that emphasizes the process for how we gather information from the community.





# Mecklenburg County Equity Investments Ad Hoc Committee

- Generational Wealth Investment Strategy that will;
  - Pilot a Child Development Account strategy to invest seed dollars into 529 accounts for children enrolled in three Pre-K programs in Mecklenburg County.
  - Pilot a Guaranteed Income strategy that supports returning citizens, or formally incarcerated individuals, and youth who have emancipated from foster care.



Thank you

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