



Ottawa County
Diversity, Equity & Inclusion Office



DE&I in Government

Presenters:

Robyn Afrik – Director of DE&I, Ottawa County

Alize Asberry Payne – Racial Equity Officer, Washtenaw County

Michigan Counties Legislative Conference 2022

Agenda



Introductions and Welcome



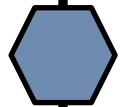
Who's in the room?



DE&I & County Government



Equity in Action



Resources and Opportunities



Q & A



Conclusion



Robyn Afrik
DE&I Director
Ottawa County

Alice Asberry Payne
Racial Equity Officer
Washtenaw County



Ottawa County

Diversity, Equity & Inclusion Office





What brings you here?

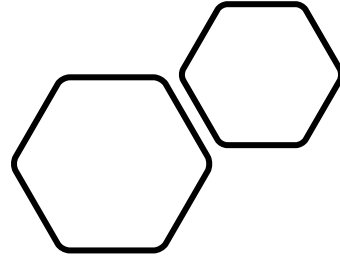
Washtenaw County Charge & Definition of Equity

Washtenaw County intentionally and purposely addresses issues of inequity within our institution and County. Many current inequities are sustained by historical legacies, structures, and systems that repeat patterns of exclusion. All aspects of county government are to address and implement strategies that target inequities that exist within the County organization, inclusive of all its services, resulting in equitable outcomes for all residents. The County strives to achieve equity for **all** people.

“Equity” means fair and just opportunities **and** outcomes for all people.

“Inequity” means differences in well-being that disadvantage one group in favor of another, due to historical and current discriminatory practices and policies.

**A holistic
equity
framework
established via
Board of
Commissioners
resolution**



Equity Office established in 2018

Data driven, evidence based policy development and resource allocation, driven by population need, with a focus on the institutional role County government has in increasing equity, reducing disparity, and preventing harm.



BELONGING in Ottawa County

The Ottawa County Board of Commissioners has established the following VISION statement:

“Where You Belong”

Key Definitions



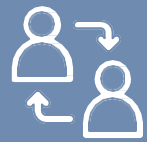
Diversity

- Diversity is the representation
- Measured through numbers
- Tracked by race, gender, sexual identity, age, education, or economic background.



Belonging

- Belonging is the *ongoing* culture created to have all people feel welcome across difference.
- Manifested in the relationships, in conversations, physical space, and written word.
- Belonging is the *emotional outcome* that people want in their organization - Christianne Garofalo



Inclusion

- Inclusion is the participation, a *behavior*.
- Achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.



Equity

- Equity requires the examination of structures & systems that have traditionally impacted disparities of historically underrepresented groups.
- Equity *prioritizes* D&I.
- Equity is different from Equality.

Business & Community = Talent



Litmus Test: *How do you know?*



Focus for DEI



Shift from Blame – Shame – Guilt



To Future Prosperity



It's not just the "Right Thing to Do"



Safe & Healthy Communities

Equity in Action

- Emergency Need: Pandemic Response, Study of COVID-19 in Ypsilanti (2020)
- Urgent Need: American Rescue Plan Engagement Community Priority Fund
- Strategic Change: Board of Commissioners Resolution Equity Assessment & Review
- Long Term Initiatives: Strategic Visioning & Internal Operations
- Ongoing Evaluation: Equity Audits and Racial Equity Action Plans

Pandemic Response: Impact of Covid-19 in Ypsilanti

33% of Black respondents disagree or strongly disagree that an eventual COVID-19 vaccine will be safe and effective, versus 14% of white and 11% of Latinx respondents



35% of Black respondents report having friends and family members die from COVID-19, versus 9% of white and 15% of Latinx respondents.



57% of Black respondents report not being able to meet a **\$400** unexpected expense, versus 36% of white and 30% of Latinx respondents.



58% of Black respondents feel COVID-19 is very serious personally, versus 40% of white and 34% of Latinx respondents.



92% of white and **89%** of Black respondents report having health insurance, versus 78% for Latinx respondents.



19% of Black and **15%** of Latinx respondents report not having privacy at home to do virtual learning, versus 6% of white respondents

48% of Black respondents think they are not eligible for expanded unemployment insurance benefits, versus 29% of white and 25% of Latinx respondents



41% of Black and **36%** of Latinx respondents report being late with utility payments, versus 15% of white respondents



75% of Black respondents rent their residence, versus 39% of white and 41% of Latinx respondents.



25% of Latinx respondents report a lack of communication with teachers during the transition to virtual learning, versus 9% of white and 9% of Black respondents



36% of white respondents report visiting another residence, versus 23% of Black and 25% of Latinx respondents



19% of Black and **12%** of Latinx respondents report not having a checking account, versus 6% of white respondents

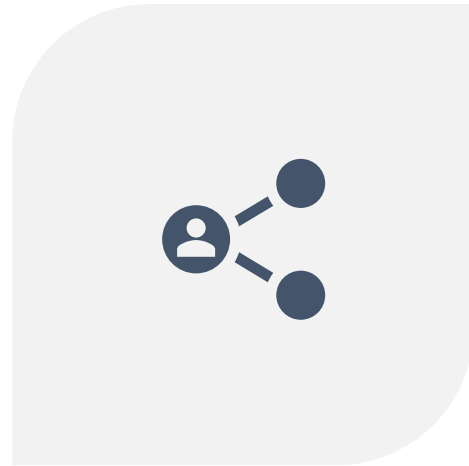


SCHOOL OF SOCIAL WORK
CENTER FOR EQUITABLE FAMILY
& COMMUNITY WELL-BEING
UNIVERSITY OF MICHIGAN

IMPACT OF COVID-19 IN YPSILANTI

Based on survey results of 607 residents in the 48197/48198 zip codes from June 12 to August 21, 2020

American Rescue Plan Engagement: Community Priority Fund



THE COMMUNITY PRIORITY FUND (CPF) IS A \$8M TARGETED STRATEGIC INITIATIVE INVESTMENT FUNDED BY WASHTENAW COUNTY'S FEDERAL AMERICAN RESCUE PLAN ACT ALLOCATION.



SUPPORT FULL ECOSYSTEM DEVELOPMENT FOR ORGANIZATIONS WHO HAVE NOT PREVIOUSLY BEEN ELIGIBLE TO CONTRACT WITH WASHTENAW COUNTY

Strategic Change: Board of Commissioners Resolution Equity Assessment & Review



COUNTY ADMINISTRATOR
220 NORTH MAIN STREET, P.O. BOX 8645
ANN ARBOR, MICHIGAN 48107-8645
(734) 222-6850
FAX (734) 222-6715

TO: Sue Shink, Chair
Board of Commissioners

THROUGH: Gregory Dill
County Administrator

FROM:

DATE: Wednesday, January 19, 2022

SUBJECT: Board Templates

BOARD ACTION REQUESTED:

This section is relatively short, and simply describes the action that is requested of the Board of Commissioners. The section always begins with "It is requested that the Washtenaw County Board of Commissioners..." followed by the specific action they will take. If, for example, it is requested that the Board authorize the submittal of a grant application, this section would include information such as the granting agency, program to be funded, dollar amount and duration of the grant.

BACKGROUND:

This section provides a useful historic context for the Board of Commissioners to consider. What has the County done so far in this area? What other initiatives may be related to this current effort? Are there any "big picture" or national concerns that inform why the Board action request is being advanced at this time? Provide any statistical data that may assist in developing the story behind this request.

DISCUSSION:

Here, describe specific details of the program in question – what's the nature of the service being provided? If a new program, why is now the right time to be considering its inception? If a continuation of an existing program, what changes have occurred during its tenure (number of citizens served; funding increases/decreases, etc.)? What will be accomplished if the Board takes the action that is requested?

IMPACT ON BUDGET:

List the amount requested (if any) to support the action; or, alternatively, the dollar amount of the grant application. Be sure to include any local match, and sum to total program amount. Your business analyst will assist you in preparing this section.

Note that if the requested Board action will have no impact on budget, this section can simply state "None."

IMPACT ON FACILITIES:

List any impacts to any facilities related items. This may include new or modifications to the following: office space, common space, programing space, furniture, security/safety equipment, vehicles and parking. Please address expectations around any new positions, employees or operational changes

IMPACT ON TECHNOLOGY

List any impacts to public or employee technology as a result of this request. This may include programs, service contracts, computers, peripherals, communications, and services. Please address any expectations around new positions and employees.

IMPACT ON EQUITY:

Include intended outcomes and who will benefit or be burdened by this request (disaggregate information when appropriate/available by geography, age, race, income, and relevant subpopulation). Is this proposal designed to explicitly address an area of inequity? Will this request preempt inequity or repair existing inequity? If so, what area(s) and how? Identify data source(s) and process (community meetings, departmental feedback, independent research, etc) utilized to conduct equity analysis on this request. For assistance contact the Racial Equity Office.

IMPACT ON INDIRECT COSTS:

Indirect costs most typically apply when positions are being created, or when Cost Allocation Plan reimbursement is allowable under certain grants. Your business analyst can guide you through this section.

Note that if the requested Board action will have no impact on indirect costs, an acceptable entry in this section is "None."

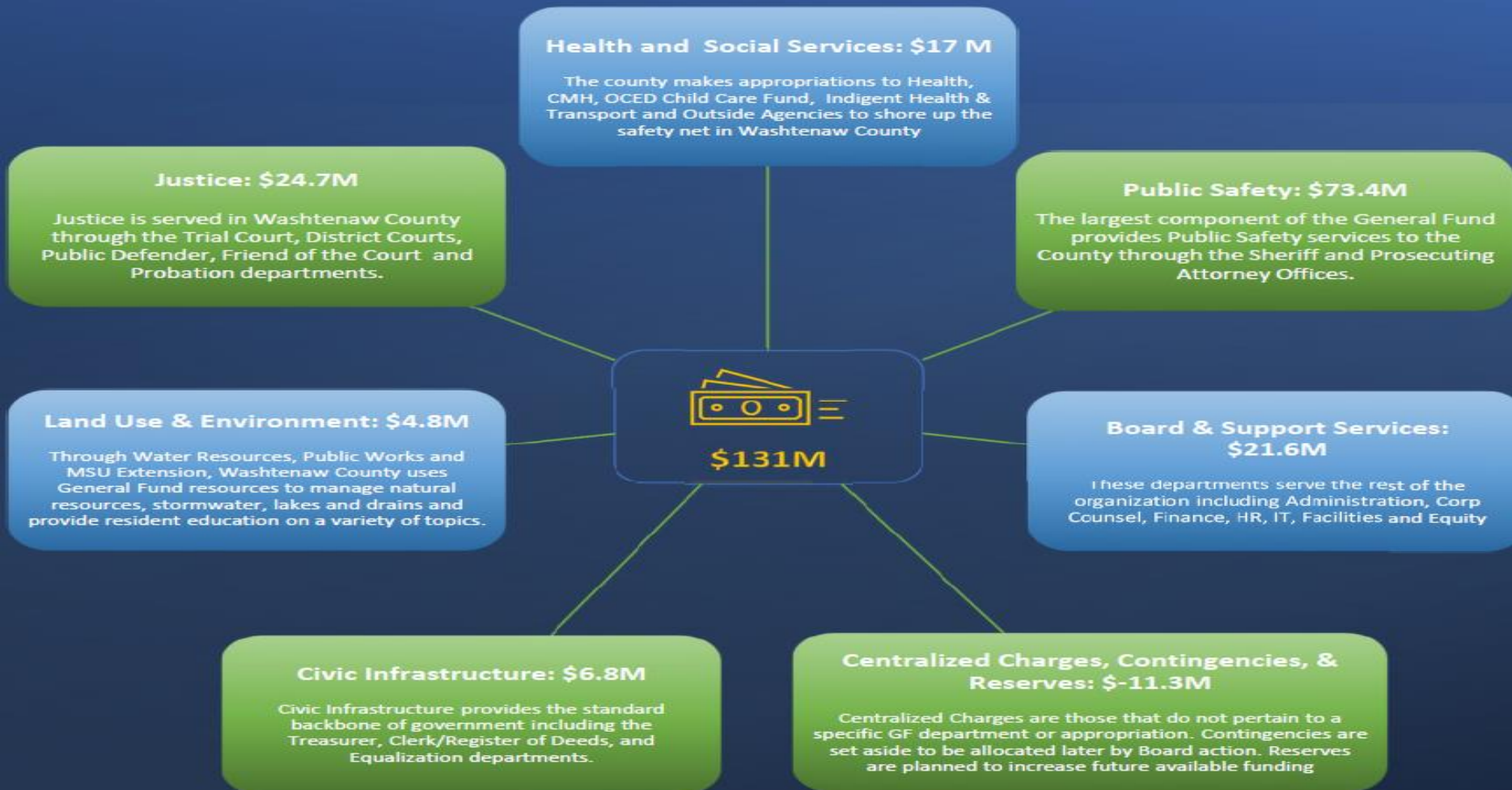
IMPACT ON OTHER COUNTY DEPARTMENTS OR OUTSIDE AGENCIES:

List collaborations (if any), partners, and other parties who may benefit or participate. This section is frequently very short, and an acceptable entry is "None."

Strategic Visioning & Internal Operations :Quadrennial Budgeting

2022 General Fund Budget

Expenditures – Where does the money go?



WASHTENAW
COUNTY *Michigan*

New Investments

Equity

- The County has been building an Equity Office since 2018, and this year added over \$200K for this work

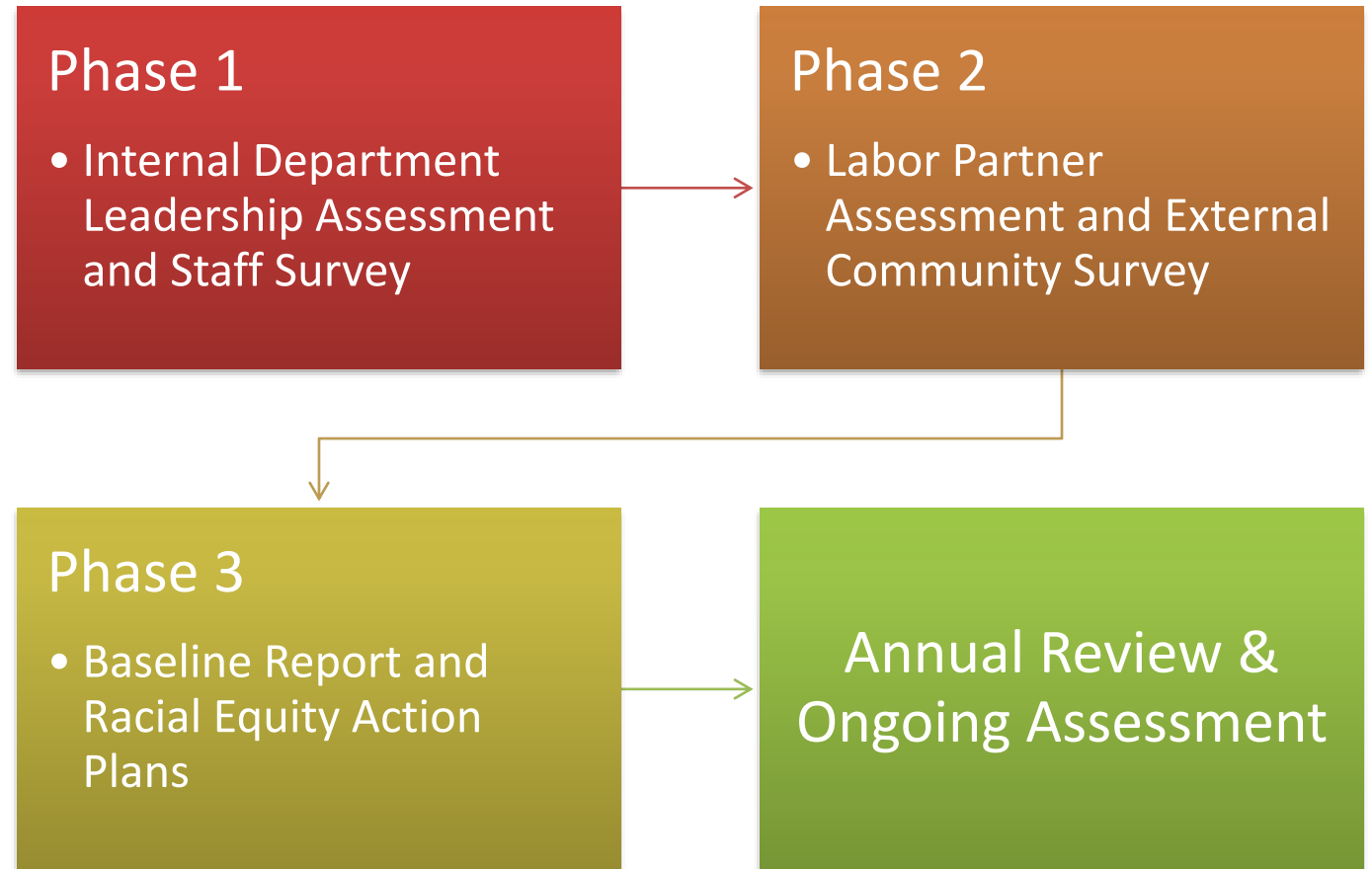
Conviction & Integrity Unit

- In 2022, Washtenaw County added another Prosecutor to correct and prevent wrongful convictions

Barrier Busters

- Due to increased need and usage of these funds, Washtenaw County added \$75K per year to the Barrier Busters Appropriation

Ongoing Evaluation: Equity Audits and Racial Equity Action Plans



Equity Audit Tool

Please rank the status of each of the following items on a scale of 0 to 3, according to the ratings shown below:

0 - Not yet started 1 - Beginning phase 2 - Well under-way 3 - Fully Developed (including monitoring/review procedures) N/A - Not Applicable / Don't know

Please add your comments to explain or illustrate your rating. Please attach any/all relevant training materials, policy, or procedures.

A. GOVERNANCE

1. POLICIES, GUIDELINES AND PRACTICES

Vision: The department's commitment to creating an environment free of systemic and individual barriers to diversity, equity and inclusion is incorporated into the policies, guidelines, and practices of the department.

STANDARDS	MEASURES	STATUS	COMMENTS
The department's commitment to DEI is known and understood by all members, management, staff, volunteers, and department affiliates.	The department has made public their commitment to DEI (for example, through a diversity policy statement or working committee).		
	Opportunities for the involvement of diverse segments of the population, as well as all members of the department (e.g., Board, staff, volunteers) have been clearly defined in the development of department policies and strategies.		
Anti-discrimination and workplace harassment policies are in place, including principles and objectives of DEI in the areas of governance, programs, services, and human resources management.	The department has incorporated the principles of DEI into its statement of values.		
	The department allocates appropriate resources (staffing, time, financial) to the development and review of policies relating to DEI.		

Racial Equity Toolkit

The Ottawa County DE&I Office completed the Racial Equity Toolkit. Moving forward, this Racial Equity Toolkit will be used as part of the greater DE&I Strategy.

Removing and/or significantly reducing implicit bias from programming, procedures, and decision-making leads to increased engagement and accessibility to services and operations.

This will be rolled out to departments with the DE&I Strategy when KPI rankings are completed by the Workgroup 2.0.



Racial Equity Toolkit Worksheet: An Opportunity to Operationalize Equity

Step #1 – Desired Results

1. What are the desired community results for your line of business (i.e. – In what ways are residents' health, wealth and well-being better because the service we provide is effective?)
 - a. What organization outcomes (departmental and programmatic measures of effectiveness) will we use to determine if we perform this service well?
2. Describe the policy, program, practice, procedure or budget decision (for the sake of brevity, we refer to this as a "proposal" in the remainder of these steps).

3. What does this proposal have an ability to impact?

- | | |
|--|---|
| <input type="checkbox"/> Children and youth | <input type="checkbox"/> Health |
| <input type="checkbox"/> Community engagement | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Contracting equity | <input type="checkbox"/> Human services |
| <input type="checkbox"/> Criminal justice | <input type="checkbox"/> Jobs |
| <input type="checkbox"/> Economic development | <input type="checkbox"/> Parks and recreation |
| <input type="checkbox"/> Education | <input type="checkbox"/> Planning / development |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Food access and affordability | <input type="checkbox"/> Utilities |
| <input type="checkbox"/> Government practices | <input type="checkbox"/> Workforce equity |
| | <input type="checkbox"/> Other |
-

Step #2 – Analysis of Data

What's the data? What does the data tell us?

GOAL 3: LOCAL MUNICIPALITY PARTNERSHIP

GARE LEARNING COMMUNITIES OF PRACTICE

LOCAL GOVERNMENT LEARNING COMMUNITIES



Ottawa County
Diversity, Equity & Inclusion Office

GARE STEERING COMMITTEE



ROBYN AFRIK
Ottawa County



DEMARIO JOHNSON
Village of Spring Lake



ESTHER FIFELSKI
City of Holland



TO BE FILLED



TO BE FILLED

GROUP A



Grand Haven
Coast Guard City USA

GROUP B



LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY



DESCRIPTION:

A Learning Community of Practice (LCoP) is different than a work team. These groups are brought together by a common interest and a shared commitment to learning. This group is defined by obtaining knowledge and guidance, rather than by task, and exists because inclusion in this group brings value to each participating municipality.

GARE | RACE FORWARD READINESS WORKBOOK FOR LOCAL GOVERNMENT



QUESTIONS TO CONSIDER (cont.)

Do we have representation of leaders or key decision-making staff in the following cross-departmental areas?

- **Workforce equity** including further resource decision-making and department manager engaged in recruitment, hiring, promotion, retention across the organization, diverse staff access to and the ability to voluntarily accept employee assignments per our internal systems.
Yes... No... About...
- **Contracts and procurement** including minority and women-owned business programs, supplier diversity and government, labor agreements, legal, bids, requests for proposals and reverse auctions.
Yes... No... About...
- **Community engagement** including neighborhood services and where applicable public officers and public information.
Yes... No... About...
- **Communications** including public affairs, public information, and office messaging websites and social media.
Yes... No... About...
- **Data** including IT, Performance Accountability, Office of Budget, and people with access to data information systems.
Yes... No... About...

Do we have application questions or processes in place to encourage equitable representation on the Core Equity Team of employees in the following categories?

- Race/ethnicity
- Gender
- Sexual orientation
- Years of Service
- Level of Leadership (middle management to frontline staff)
- Language spoken
- Immigration Status (where applicable)

MONTH 2 CHECKLIST

APPROVED DATE OF COMPLETION	TASK OR ACTIVITY	PERSONS ASSIGNED	COMPLETED
	Staff assigned to work with GARE Race Forward implementation to set up the equity inclusion, review and engage with Council, and resources provided by GARE.		<input type="checkbox"/>
	Council and Council a presentation to Department Directors and other leadership staff regarding contracting with GARE.		<input type="checkbox"/>
	Decision provided to Council or designated if it already exists a Core Equity Team.		<input type="checkbox"/>
	Local staff meet "Race of Equity Core Team: The Degree of Traditional Change" (click the link below)		<input type="checkbox"/>
	Develop an application/interest form using the GARE resources.		<input type="checkbox"/>
	Decide the process will Department Directors and Senior Leadership, Review and provide for their involvement.		<input type="checkbox"/>
	File team meeting opportunities to build and strengthen relationships across departments prior to the engagement with GARE.		<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>

PURPOSE: For municipalities to remove implicit bias from their policies and programs, and operationalize a racial equity plan

METHOD: Using the GARE methodology and resources through collaborative open-source sharing

STATUS: Ongoing

GOAL 3: LOCAL MUNICIPALITY PARTNERSHIP (cont.)

EXAMPLE SIX-MONTH READINESS TIMELINE

Task or Activity	Month					
	1	2	3	4	5	6
City/County manager, Senior Leadership, and Equity Lead meet and review GARE documents	█					
Presentation to Department Directors and other key/integral staff regarding contracting with GARE	█					
Staff assigned to work with GARE/Race Forward representatives to roll out the equity initiative, review and engage with materials/resources provided by GARE		█				
Develop process to recruit or strengthen (if it already exists) Core Equity Team		█				
Lead staff read "Racial Equity Core Teams: The Engines of Institutional Change"		█				
Develop application/interest form using GARE examples		█				
Discuss process with Department Directors and Senior Leadership. Express expectations for their involvement. OR Plan team building opportunities to build and strengthen relationships across departments prior to the engagement with GARE		█				
Prepare for Employee Equity Assessment			█			
Review the survey questions and sample email language			█			
Strengthen Infrastructure			█			
Set staff up for success (e.g., change staff titles, reorganize reporting structures, provide administrative support)				█		
Share expectations and project timeline with Core Equity Team				█		
Solidify Core Equity Team Composition				█		
City/County Manager announces initiative and employee equity assessment to staff				█		
Attend Monthly GARE Connection Meetings					█	
Debrief GARE Connection Meetings with Core Equity Team					█	
Review GARE Supplies and Materials Document						█
Begin initiative with GARE						█

The six-month readiness timeline provides participating LCoP municipalities with a guided assessment and action steps to prepare for operationalizing racial equity work. These tasks are essential and will equip municipalities with the knowledge to assess their organization's current state and set them up for long-term success.

ABOUT GARE :

The Government Alliance on Race and Equity (GARE) is a national network of government working to achieve racial equity and advance opportunities for all. Across the country, governmental jurisdictions are:

- making a commitment to achieving racial equity;
- focusing on the power and influence of their own institutions; and,
- working in partnership with others

BELONGING

is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

~ Dr. Darnisa Amante

CONVERSATIONS



RELATIONSHIPS

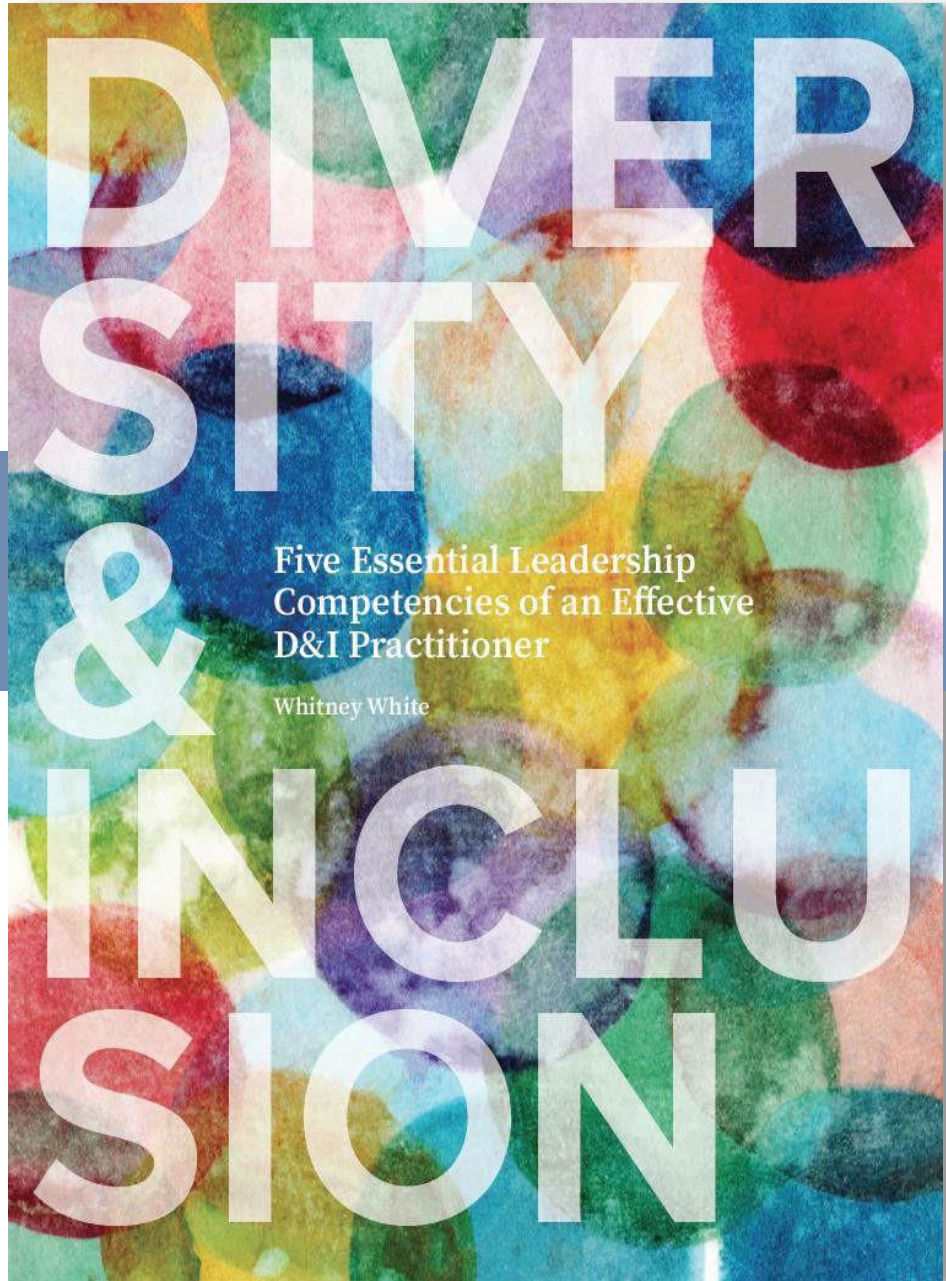


PHYSICAL SPACE



WRITTEN WORD





D&I Guidebook

Resources

- [National Community Reinvestment Coalition](#)
- [Demos](#)
- [National League of Cities: Race, Equity, and Leadership](#)
- [Policy Link](#)
- [Government Alliance on Race and Equity](#)
- [NACO County Resources on DE&I](#)



Question and Answer

Engage with us at:



@miottawa



@OttawaCountyMI



/OttawaCounty



<https://www.miottawa.org/>



@washtenawcounty



@equityinwashtenaw



/WashCoGov



www.washtenaw.org



Ottawa County

Where You Belong[®]

