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Diversity, Equity, and Inclusion Update

F. Takeshia Brown, City Manager's Office

"Equity is the only acceptable goal." – Paul Farmer

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Overview

- Introduction
- Laying the Foundation
- Overview of Work Plan
- Questions

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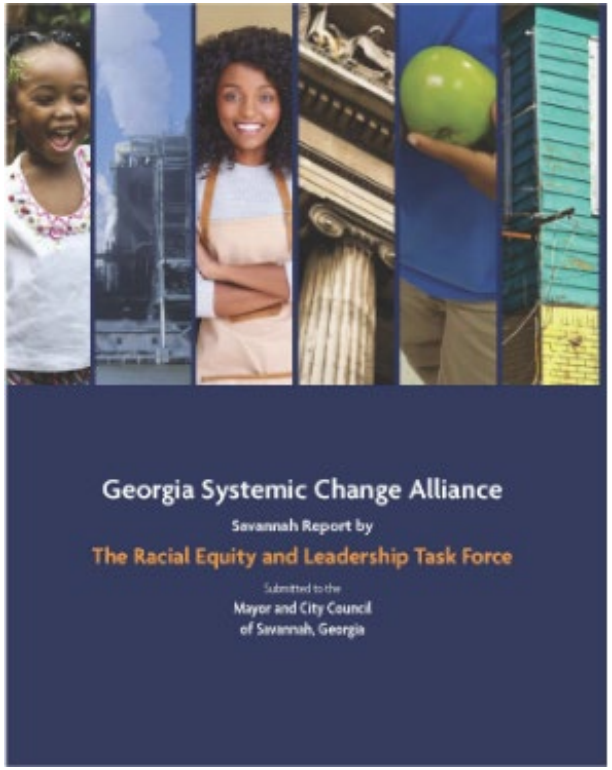
Introduction

- On November 9, 2021, City Council adopted the Racial Equity and Leadership (REAL) Task Force Report. The Task Force requested the City to hire a Diversity, Equity and Inclusion Officer.

- On June 28, 2022, the City Manager announced the hiring of F. Takeshia Brown, the City's first ever Diversity, Equity and Inclusion Officer.

- Primary responsibilities include developing and implementing the City's DEI initiatives



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Laying the Foundation

- Identifying the resources
  - Georgia Municipal Association DEI Certification Program
  - ICMA Equity Officers' Summit
  - ICMA Equity and Inclusion Toolkit
  - Government Alliance on Race and Equity (GARE) Toolkit
- Meeting with stakeholders

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OVERVIEW OF WORK PLAN

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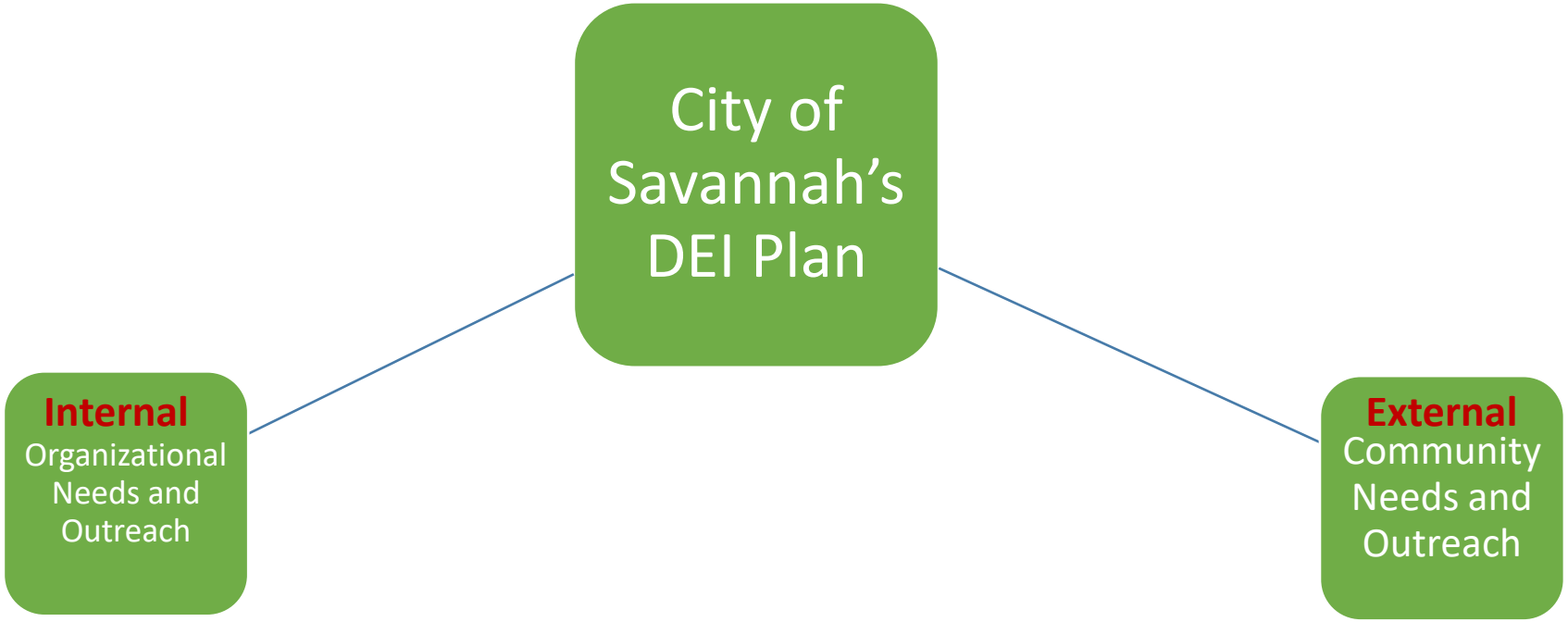
Two-pronged Approach



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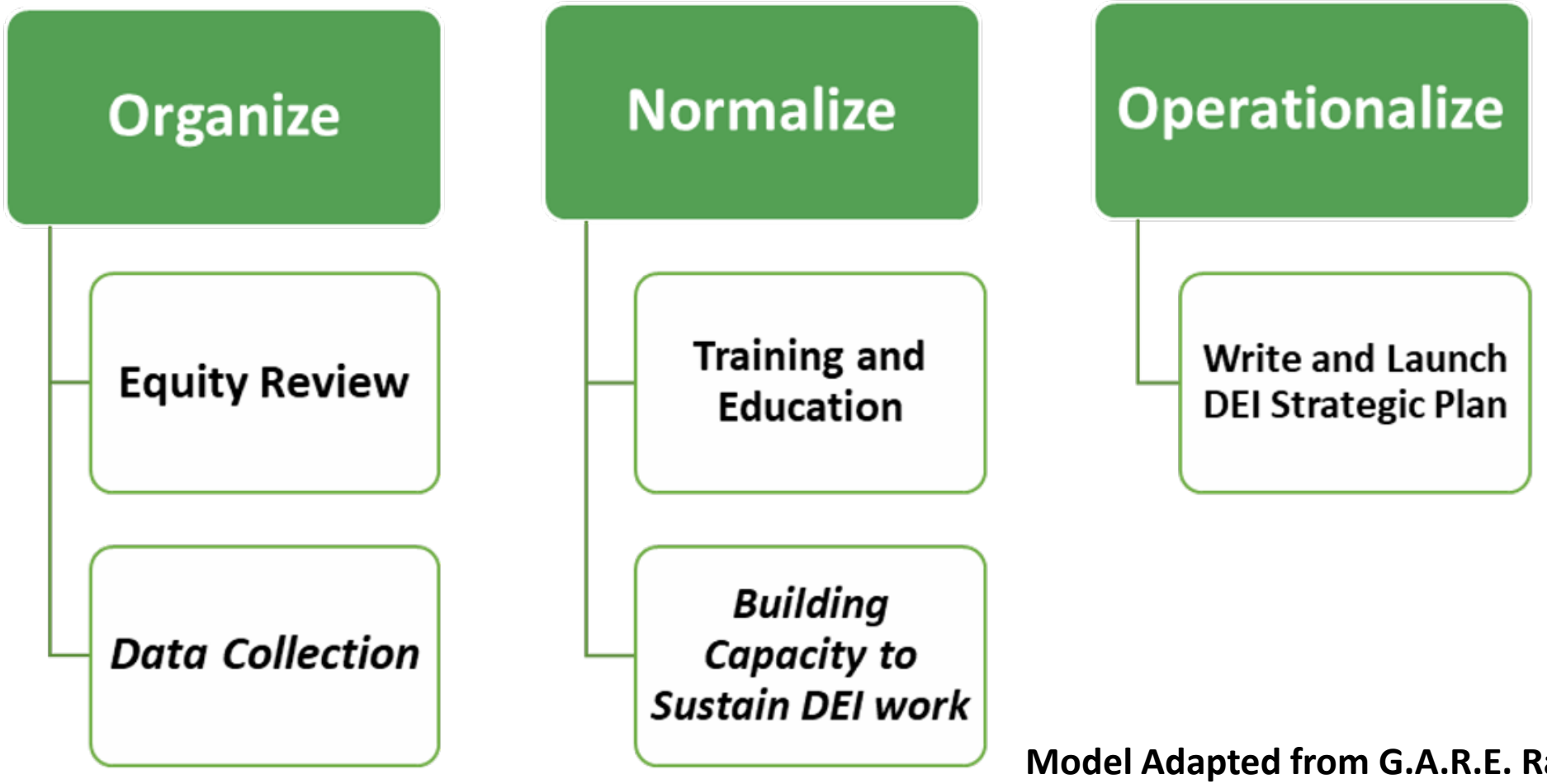
Work Plan



Model Adapted from G.A.R.E. Racial Equity Toolkit

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ORGANIZE

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Anticipated Goals and Outcomes

- Understand the DEI landscape of the organization and community
- Introduce the work to City Council, the organization, and community

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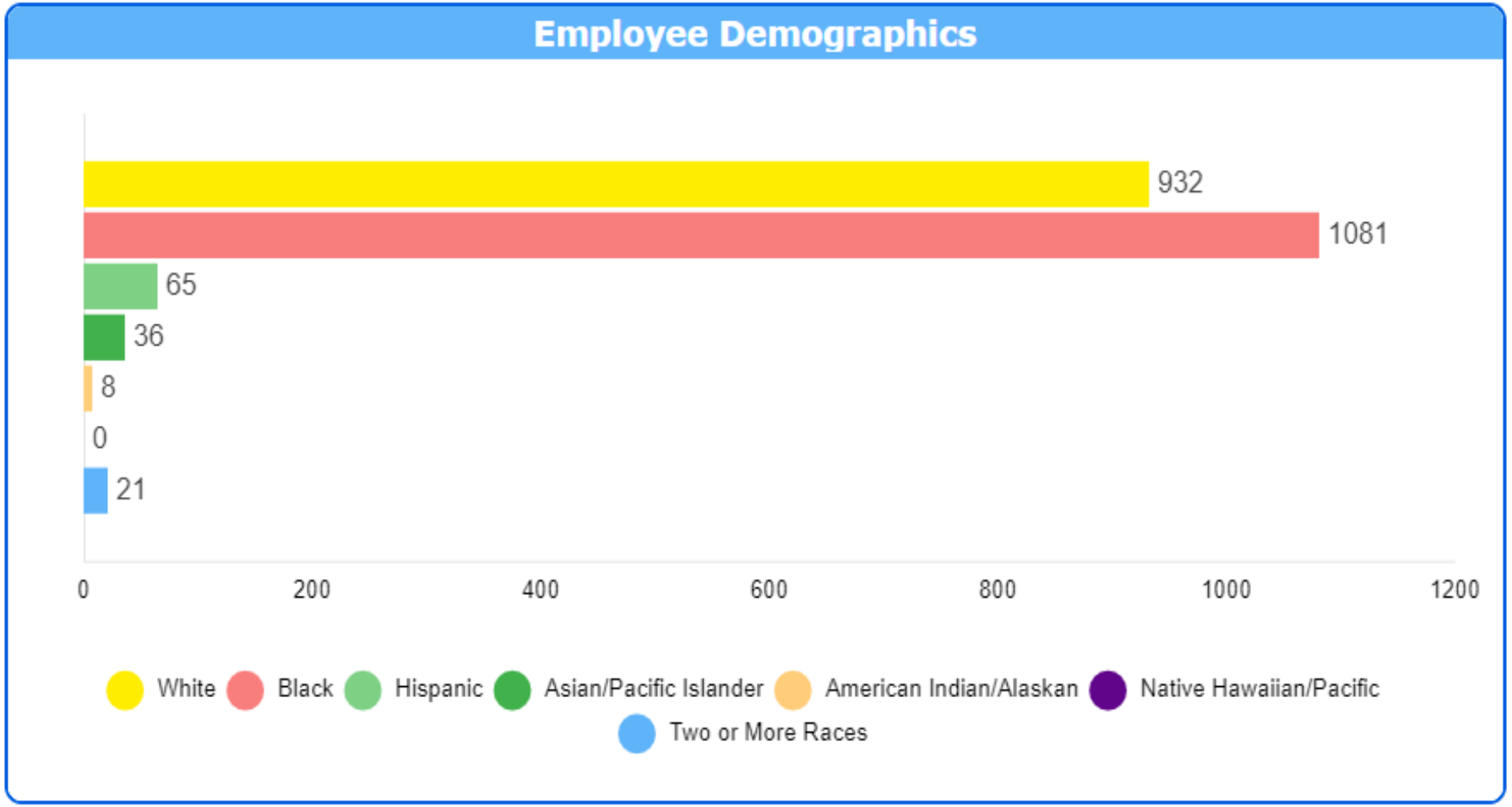
Strategies

- Organizational data collection
  - ✓ Pulse listening tour
  - ✓ Workforce culture survey and focus groups
  - ✓ Equity Review
  - ✓ Diversity Champions

- Introduction to City Council, the Organization and Community
  - ✓ Conduct Introductory workshops
  - ✓ Recruit Community Diversity Champions

City of Savannah: Employee Demographics



50%
Black/African American

43%
White/Caucasian

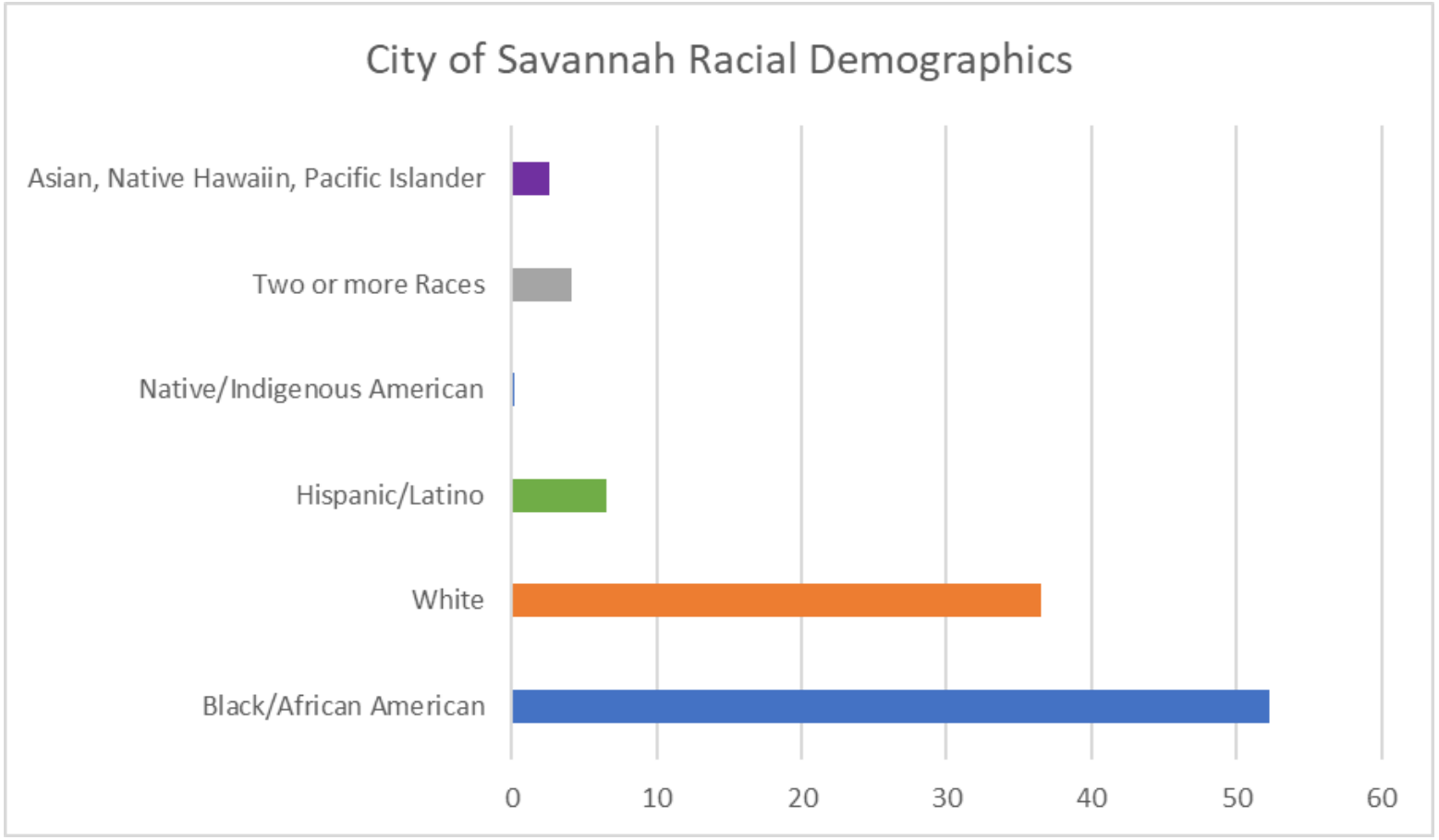
3%
Hispanic

2%
Asian/Pacific Islander

2%
Other

Source: City of Savannah Human Resources

City of Savannah: Community Demographics



52%
Black/African American

37%
White/Caucasian

7%
Hispanic/Latinx

3%
Asian/Pacific Islander

1%
Other

Source: U.S. Census Bureau

City of Savannah: Comparison of Employee v. Community Demographics

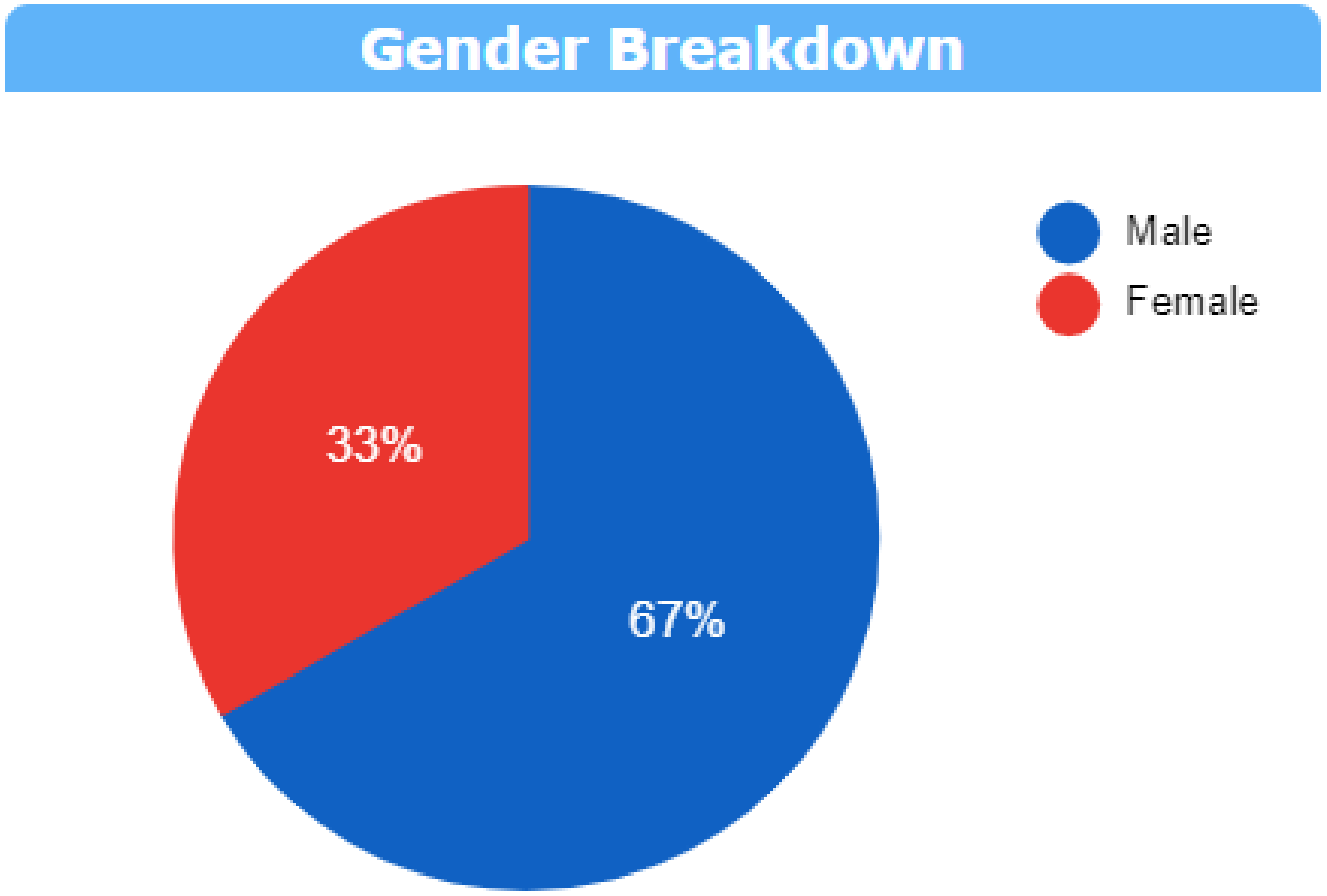
Race & Ethnicity	Employee	Community
Black/African American	50%	52%
White/Caucasian	43%	37%
Hispanic/Latinx	3%	7%
Asian/Pacific Islander	2%	3%
Other	2%	1%

City of Savannah: Community Demographics

- Median Household Income - $49,832
- Persons in Poverty – 19.8%

Source: U.S. Census Bureau

City of Savannah: Employee by Gender Breakdown

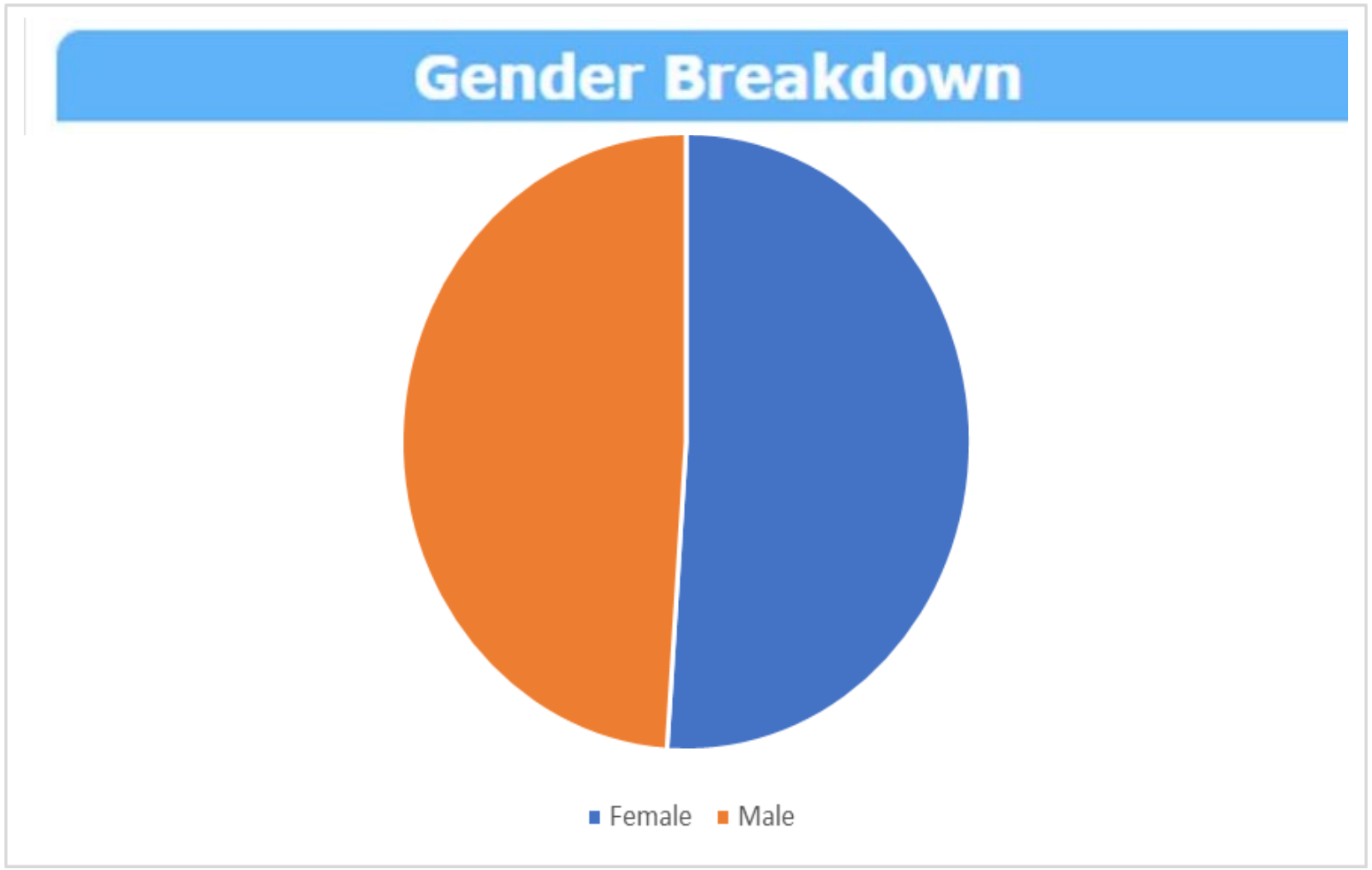


67%
Male

33%
Female

Source: City of Savannah Human Resources

City of Savannah: Community by Gender Breakdown



52%
Female

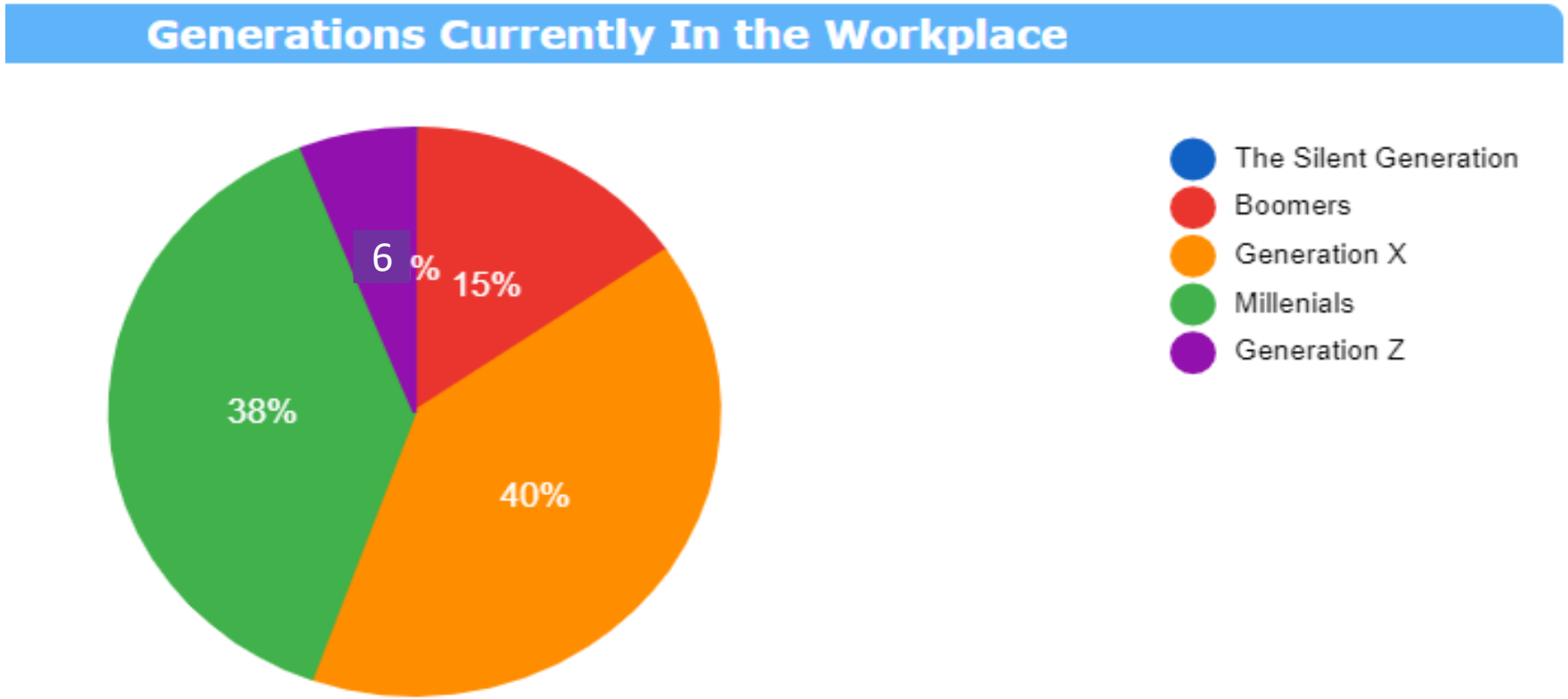
48%
Male

Source: U.S. Census Bureau

City of Savannah: Comparison of Employee v. Community by Gender Breakdown

Gender	Employee	Community
Male	67%	48%
Female	33%	52%

City of Savannah: Employment Data



40%
Generation X
1965 - 1980

38%
Millenials
1981 -1996

15%
Boomers
1946 - 1964

6%
Generation Z
1997 - 2012

1%
Silent Generation
1928 - 1945

Source: City of Savannah Human Resources

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NORMALIZE

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Anticipated Goals and Outcomes

- Build capacity throughout the organization to sustain DEI work
- Establish common language and lay the foundation for DEI work
- Engage in outreach opportunities
- Analyze data

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Strategies

- Organization and Community Engagement and Learning Sessions
    - City Council
    - Team Savannah
    - Community Workshops
    - Community Diversity Champions
- Outreach Opportunities
    - Work with the City's marketing team to develop marketing materials for education and engagement on various platforms
- Analyzing Data

Equity Statement

City of Savannah's Equity Statement

Current Statement

"The City of Savannah views Equity as a guiding principle that drives us. We strive to create and maintain an environment that influences fair and equitable service delivery and distribution of resources to shape the provision of exceptional public services that benefit all Savannah residents, business, workers, and guests."

Proposed Revised Statement

"The City of Savannah views Equity as a guiding principle that drives us. Equity is fair and just inclusion and involves creating opportunities for people to have what they need to enjoy full, healthy lives. We strive to foster an environment that influences equitable service delivery and distribution of resources to shape the provision of exceptional public services that benefit all Savannah residents, employees, businesses, and guests."

Potential DEI Engagement Topics

- DEI Introduction
- Equity 101
- Embedding Equity into Your Work
- Unconscious Bias
- Microaggressions
- DEI and Customer Engagement

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OPERATIONALIZE

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Anticipated Goals and Outcomes

- Develop and launch the City of Savannah's first DEI Strategic Plan

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Strategies

- Develop and launch DEI plan
- Create dashboard to measure progress
- Solicit stakeholder feedback
- Continue data analysis
- Formally adopt DEI plan via resolution

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Future Engagement Opportunities

Diversity Day

Community Conversations

Georgia Municipal Association Certified City of Diversity, Equity, Inclusion & Belonging Program

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Georgia Municipal Association
Certified City of Diversity, Equity, Inclusion & Belonging Program

Criteria

- Adoption of two resolutions
- Majority of the city's governing body must complete at least 3 hours of approved DEI training
- City must host at least 2 interactive community stakeholder meetings per calendar year
- Must apply for at least two categories with Community Dialogue/Stakeholder Engagement being one

Certification Categories

- Workforce Housing
- Education
- Health & Wellbeing
- Public Safety & Restorative Justice
- Community & Economic Development
- Municipal Workforce Development & Employment
- Community Dialogue/Stakeholder Engagement *(required)*

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Summary

- Goal – Create DEI strategic plan that guides the City of Savannah in providing equitable service deliveries to businesses, residents, employees, and guests that is *data-based*, *person-centered*, and *measurable*.

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QUESTIONS