

How to Work With DEI Strategies In Your Community

NHCgov.com

NHC Office of Diversity and Equity



What DEI is NOT

- DEI is not an initiative
- DEI is a reflection of leadership
- DEI considers human rights and needs
- DEI does not just check boxes
- DEI is not for the faint of heart
- DEI considers inclusion and engagement



At least 17 Dimensions of Diversity, Equity & Inclusion

Diversity represents the dimensions of human identity. It includes, but is not limited to, race, sex, age, color, national origin (including ethnicity), creed, religion, disability, sexual orientation, political affiliation, veteran's status, gender identity, educational disadvantage, socio-economic circumstances, language, ideology, and history of overcoming adversity.



DEI Definitions

Diversity

Individual differences (e.g. personality, learning styles, and life experiences) and group / social differences (e.g. race/ethnicity, class, gender, gender identity, sexual orientation, intersectionality, country of origin, and ability as well as cultural, political, religious, or other affiliations).

Equity

The creation of opportunities for historically underrepresented populations to have equal access to and participation in employment, professional development, advancement, and succession opportunities that are capable of closing any attainment gap in professional success or public service.

Inclusion

The active, intentional, and ongoing engagement with diverse staff and candidates in recruitment, hiring, professional development, and all additional ways that the organization would engage with these individuals - in ways that increase awareness, visibility, content knowledge, and empathic understanding of the complex ways individuals interact within systems and government.



Data and DEI

- Define the problem or gap
 - Demographic
 - Geographic location
 - Service area Water, food, social services, WiFi, transportation, housing, employment, education
- Establish the end goal
 - Provide service to a specific area or demographic
- Collect the data
- Build an Equity Dashboard



NHC Office of Diversity & Equity Builds an Equity Dashboard

negative effects on their lives ne muny negunive eners un hanover he purposes of our work, the New Hanover Poverty Reduction Task Force defines pover the following definition: New Honover County residents experience pove when, whether short or long-term, they lock the v Honover County residents experience when, whether short of long-term, they lack the would income and for resources to enjoy what we would be and for the short of the short income and for resources to enjoy what we wi consider a basic quality of life as defined by: Regular, affordable access to health care, Kegular, attoraable access to nealth care, including mental health care and substance abuse reatment Equitable access to education, beginning with the second se cquilable access to eaucation, beginning with Pre-K and the ability to acquire skills (reading) POVERTY Surces across neighbothoods ent access to grocery s Featuring a guest article on Poverty Intersections lova resources across reignormous Access to housing that costs no more t percent of a nousenora income Job opportunities of income supports that Pro-• JOB OPPORTUNITIES OF INCOME SUPPORTS THAT PROVIC 0 living wage according to our local cost of livint Ntendation and concentration REPORT a living wage accoraing to our local cost Affordable and accessible transportation Attoraable and accessible transportation
A safe and secure community devoid of povert,

- Food
- Transportation

NHCgov.com

- Housing
- Crime
- Education
- Employment
- Healthcare

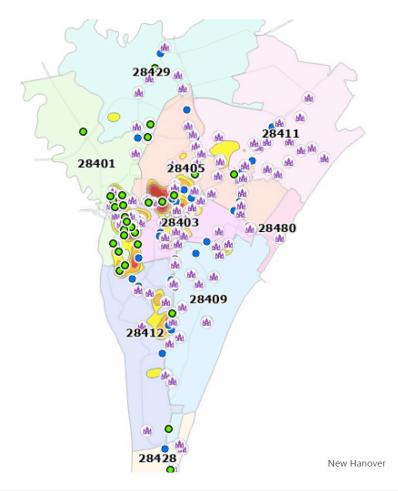
PROBLEM: SNAP/EBT Allotments Cut

There will be an impact on each household that receives benefits. For example: If a household of one has zero income, they would normally receive the maximum allotment of \$281. During the PHE, they also received an additional \$95, which will end after February 2023. As of December 2023, 15,447 households, so there is an impact for each household that we serve.



DEI & Mapping

https://gis.nhcgov.com/portal/apps/webappviewer/index.html?id=9c45345ede9749788e87bf58117e2e9d





SOLUTION

- Partner local Food Bank with Churches and organizations interested in becoming Food Distribution sites
- Distribute information to impacted families about free services in their area



Important Takeaways

- Data provides clarity and gives a broad view of your entire community
- Data gives accurate information to do the work (no opinions)
- When we partner with diverse groups in our community, we can then discover key issues and inequities
- No one looses when we implore DEI strategies
- Our communities become accessible and engaging when we use DEI





Thank you! Any Questions?