



How to Work With DEI Strategies In Your Community

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.

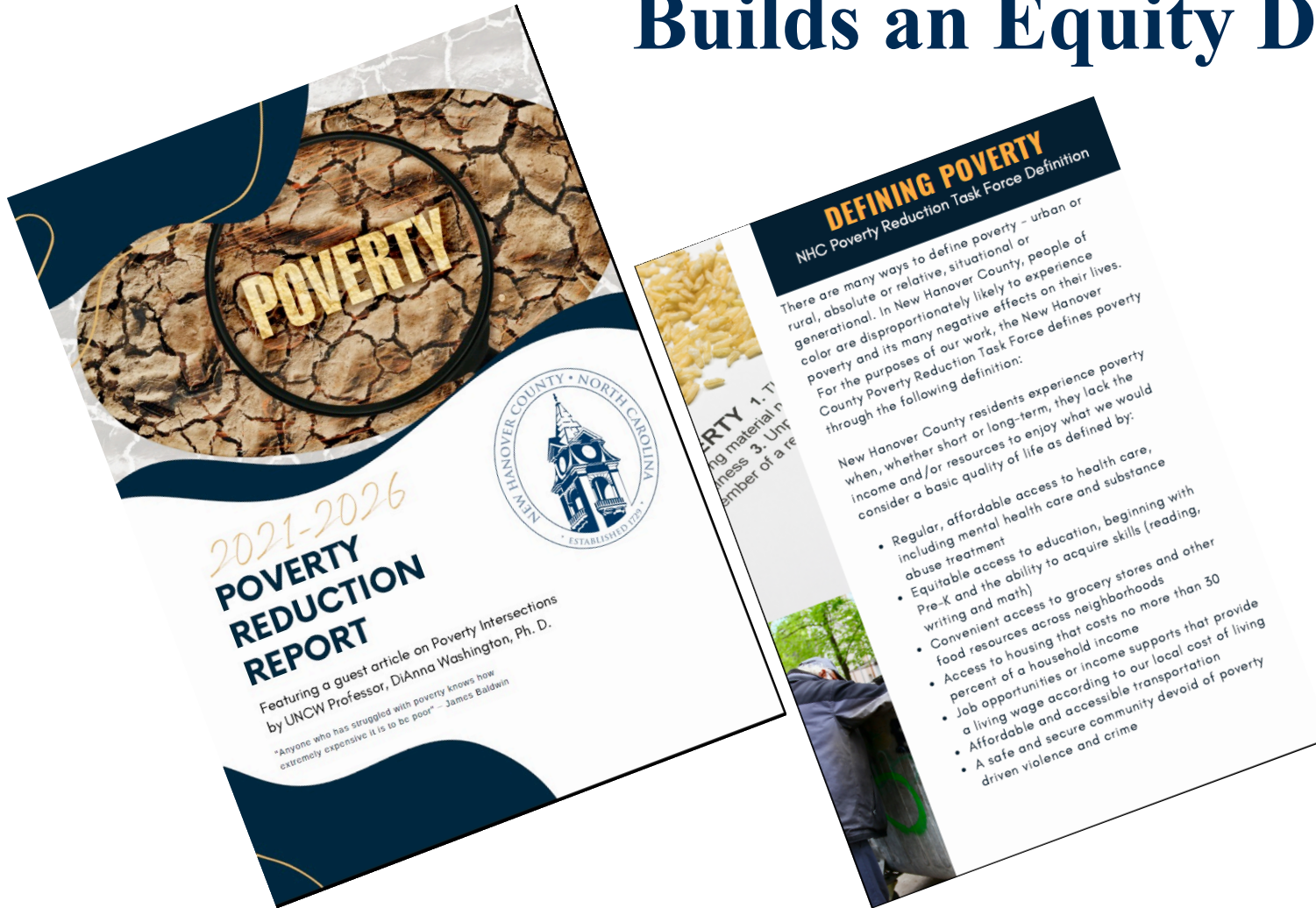


Data and DEI

- 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



- Food
- Transportation
- Housing
- Crime
- Education
- Employment
- Healthcare



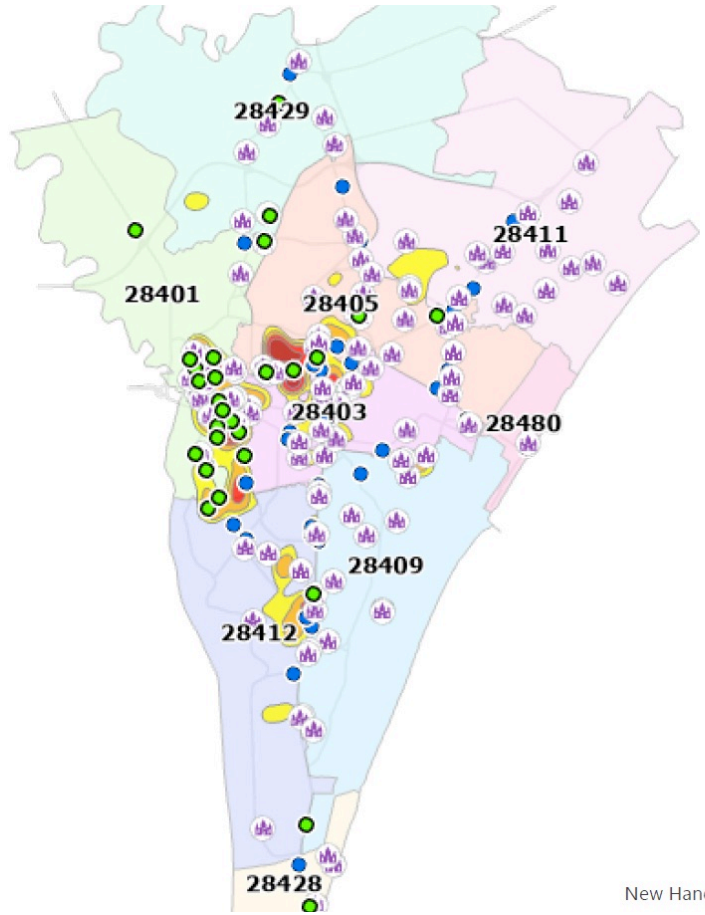
PROBLEM: SNAP/EBT Allotments Cut

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>



New Hanover



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 loses when we implore DEI strategies
- Our communities become accessible and engaging when we use DEI



Thank you!
Any Questions?