

**DURHAM  
COUNTY**

**DCO**  
NC

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Updates from the Office of  
Equitable Well-Being

Presented by:  
Dr. Brent Lewis & Cassandra Kiger

# Equitable Well-Being Team

Dr. Brent Lewis, Director

JoAnna Gallmon-Young,  
Equity & Inclusion Analyst

Robert Espinosa, Racial  
Equity Analyst

Cassandra Kiger, Manager





# Equitable Well-Being Mission

Supporting a diverse local government to achieve consistent and equitable experiences.





# Equitable Well-Being Values

- Creating belonging
- Engaging inclusively
- Empowering diversity
- Living authentically
- Ensuring equitable outcomes
- Building equitable operations and policies



# EWB Strategies & Framework

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- Training & Development
- Cultural Heritage Programs, Awareness, & Resolutions
- Data Governance
- Racial Equity Action Planning- GARE
- Language Access
- Equity Consults w/County Departments
- Employee Resource Groups

# Office Hours & Consultation

- Open to any DCo employee with no appointment, weekly
- Each EWB Team Member is primary Consultant for 7 departments for training, guidance, questions, and tools
- Partnering with OSP to support the inclusion of equity in Departmental Business Plans



# Training & Development

<p>Diversity, Equity, Inclusion &amp; Belonging 101</p>	<p>March 2024 Over 320 staff trained</p>	<ul style="list-style-type: none"><li>• Introductory training for all new employees</li><li>• Departmental consultation baseline</li></ul>
<p>Diversity: Beyond the Checkbox</p>	<p>June 2024 Over 35 employees completed training in first 60 days</p>	<ul style="list-style-type: none"><li>• Encouraged for all Staff</li><li>• Multi-unit, self-paced DEIB 102 Training</li><li>• Partnered with the Diversity Movement and HR</li></ul>
<p>DCo Major: Diversity, Equity, Inclusion &amp; Belonging</p>	<p>Plan to launch February 2025</p>	<ul style="list-style-type: none"><li>• Partnering with HR</li><li>• Approx. 30 hours</li><li>• Preparing staff for leading DEIB in their department</li></ul>

## Employee Qualitative Feedback from Trainings

### INCLUSION

Inclusion is a choice, and we can all work to provide an inclusive work environment that will improve the lives of our coworkers and therefore our community.

I often think of equality and equity as being the same and I am glad that you all explained the difference very well with illustrations and clear definitions. Also, the importance of putting in time, effort and resources to ensure that equity is provided instead of just checking a box.

That there is no ME without WE. Everyone brings something different to the workplace. Making sure everyone in the workplace feel welcomed, valued, and appreciated in their space.

### MUTAL RESPECT

Each of us needs to respect each other as we work with colleagues and customers. Each of us will need to participate and work at achieving equity which will take time and hard work.

One thing that stuck with me is when someone in one of the videos said, "diversity is reality and inclusion is a choice."

I like the emphasis on that none of this work is actually someone else's job, but it is the responsibility of the organization and the community. However, that also means you have to do the work as well.



## Government Alliance on Race and Equity (GARE)

- Actively recruiting for internal DCo GARE Team to have all departments represented
- GARE Racial Equity Plan in the process of creating a new plan
- Collaborating with other jurisdictions
- Building tools for GARE members to use within their departments
  - Ex. Budget Equity and Policy review



# Heritage & Cultural Months

22 total Heritage & Cultural highlights all year

Over 250 staff participants in activities and trainings to date

Over 200 listens to podcasts to date



Average staff rating:

9 BOCC Resolutions to date

Celebrate Neurodiversity

**AUTISM  
AWARENESS  
MONTH**

April 2024



CELEBRATING  
**WOMEN'S HISTORY**

MARCH 2024



*Celebrating*

**ARAB  
AMERICAN**

**HERITAGE MONTH**

April 2024



Celebrating

**PRIDE  
MONTH**



June 2024



Employee  
Qualitative  
Feedback from  
Heritage &  
Cultural Activities

Thank you for having this (Pride Training) event to learn and understand. My daughter is part of the LGBTQ community and I wanted, as her father, to understand more about what she must go through in her daily life. I have a much better understanding of what she must endure in her everyday interactions. I personally believe we should have more trainings like this to educate the public of everyone's world views, and to be more understanding.

Never judge people by their looks, take time to learn about the culture they identify with. Comments that seem to be conversational could be implicit bias and microaggressions.

My AAPI Heritage Month event take away was to be proud of who you are and be your authentic self; embrace and respect others' heritage.

I wanted to thank you for your team highlighting Jewish American Heritage Month, and especially the really great webpage you created. I have worked here for 16 years and do not recall ever having Jewish American Heritage Month recognized before. I think the webpage does a great job explaining the basics. Your efforts really made me feel seen as a Jewish DCo employee and that means a lot.



## Data

- Working with internal, cross-departmental team to develop process and procedure, data norms, and data-literacy at DCo
- EWB commitment to data transparency, both internal and external - data dashboard coming soon
- Short-term goal -Partner with HR on Employee Engagement Survey
  - Long term goal - Comprehensive Climate Survey - including more equity centered questions in the City/County Resident Survey





## Employee Resource Groups

- Built ERG structure, process, policy, and documentation with HR
- Hosted Supervisor Open House
- Hosted and recorded Executive Sponsor Training
- Officially launched 2 ERGs
  - Women in Public Safety
  - Early Career Professionals in Government
- Administered all DCo ERG Survey
  - Identified gaps in communication/promotion
  - Identified interested individuals in ERGs
  - Received feedback on the next 3 ERGs to launch this fiscal year

# Language Access

- Met with diverse community members and organizations
  - Identified language access as a barrier to interacting with the County and County services
- EWB plans to build an internal, cross-departmental language access plan and infrastructure to address resident needs
  - Including plans to create a Language Access Coordinator role
  - County-wide interpreter training
  - Partnership with Cooperative Extension- (Refugee & Immigrant communities)
- Provided Language Access Plan proposal to County Manager
- Writing/prepping grant materials with County Grants Administrator for short-term initiatives

Questions?



Equitable Well-Being

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and equitable experiences**