

DIVERSITY, EQUITY, and INCLUSION DIVISION

ANNUAL REPORT (FY 2021-2022)



Human Relations/Diversity, Equity, and Inclusion Department
Director: Wanda Allen-Abraha, J.D., SHRM-SCP



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Mission/Purpose

The *City of Winston-Salem Human Relations/Diversity, Equity, and Inclusion Department* is committed to the philosophy of inclusion, equal opportunity, and fair treatment in employment, housing, and public accommodations by providing, facilitating, promoting, anticipating, studying, and recommending programs, projects, feedback, and actions for the elimination of discrimination in municipal programs and services, as well as all fields of human relationships.

The goal of the Diversity, Equity, and Inclusion (DEI) division is to produce DEI excellence by embedding equity and inclusion throughout the City of Winston-Salem local government. The DEI division strives to encourage cultural sensitivity, implement strategies that create equal access to opportunity, in addition to work collaboratively with city departments to examine existing internal policies, procedures, and programs that may perpetuate systemic inequities and institutional racism.



Meet the DEI Team

Wanda Allen-Abraha, J.D., SHRM-SCP

Director

wandaea@cityofws.org

336-734-1226

Oversees the Human Relations/Diversity, Equity, & Inclusion Department, and supervises the DEI division to further create a strategic Equity Action Plan for the City of Winston-Salem.

Brittane Pitts, J.D., MPA

Equity Assurance Administrator

brittanep@cityofws.org

336-734-1497

Performs legal compliance and research to provide recommendations of best practices for equitable outcomes within the City of Winston-Salem. Works collaboratively with City departments to address equity concerns and implement equity action plans. Applies an equity lens to city or procedures that may perpetuate systematic inequities.

Vacant

Equity & Inclusion Coordinator

Responsible for the creation and facilitation of equity and inclusion trainings for City of Winston-Salem employees. Serves as the chair of the Equity Core Team, where representatives from each city department champion DEI initiatives. Assists in the development of DEI newsletters which informs and educate colleagues of DEI programs/initiatives.

Vacant

DEI Administrative Assistant

Assists and supports the Human Relations/Diversity, Equity, & Inclusion department and the DEI division with the implementation of DEI initiatives. Serves as a liaison for special city government roles, such as budget liaison and co-web editor.



LEGAL COMPLIANCE
& RESEARCH



EMPLOYEE
TRAINING &
ENGAGEMENT



INTERDEPARTMENTAL
SUPPORT/CONSULTATION



Director's Statement

The Office of Diversity, Equity, and Inclusion (DEI) was officially launched and established in July 2021. Two months later, in September 2021, the Human Relations Department merged with the Office of Diversity, Equity, and Inclusion to create the Human Relations/Diversity, Equity, and Inclusion Department. The merged departments were a natural fit for both departments, particularly since the former Human Relations staff was highly experienced in cultural inclusion and anti-discrimination enforcement and outreach. The former staff had, also, provided internal support to city employees through cultural diversity training and one-on-one departmental assistance and consultations.

Given the intersectionality of all divisions of the newly-merged department, an Equity Inclusion Plan was developed, which reflected specific objectives, strategies, and outcomes. An immediate assessment was made to determine the incremental steps necessary to create an organizational-wide introduction of a permanent, sustainable DEI framework. The excerpt for the DEI division is, as follows:

Objectives	Strategies	Action Items	Performance Measure
<p>Ensure all departments are compliant with Title VI laws regarding Limited English Proficiency guidelines.</p>	<ol style="list-style-type: none"> 1. Review Title VI/LEP federal requirements and mandates. 2. Review the 2020 Census data regarding population in the City of Winston-Salem. 	<ol style="list-style-type: none"> 1. Compare and analyze city policy against federal mandates. 2. Identify the highest population by race. 3. Become familiar with the request and responses 	<ol style="list-style-type: none"> 1. Conduct internal reviews annually. 2. Review departmental plans annually. 3. Increase in utilizing incentivized



<ol style="list-style-type: none">3. Review previous submissions from City departments. (<i>i.e., 2009</i>)4. Make formal request to City departments to receive updated LEP action plans and reference the Title VI law. (<i>i.e., Memo</i>)5. Create a tracking tool for submissions.6. Identify and establish an ongoing list of recommendations/best practices.7. Provide multi-lingual support for City departments.8. Finalize recommendation process by sending a formal memo referencing best practices to implement. (<i>i.e., Memo</i>)9. Aid all City departments, as necessary.	<p>received in the past.</p> <ol style="list-style-type: none">4. Use excel tracking for submissions and responses to questions. Use G Drive to save submissions electronically.5. Retain list of incentivized Spanish speaking city employees.6. Review departmental materials and action plans to provide feedback.7. Provide a best practices Memo to Departments.	<p>Spanish speaking employees.</p> <ol style="list-style-type: none">4. Increase in materials available in another language.5. Increase in On-Demand use of interpreters via CityLink.6. Increase in utilizing the Google translate tool on the City's website.
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Ensure City departments are providing fair and equitable solutions to DEI concerns departmentally.

1. Introduce Equity Assurance Administrator to the City.
2. Highlight “at risk” departments.
3. Be present and available for all City departments who hire outside DEI consultants.

1. Provide consultation and support to City departments regarding internal equity plans.
2. Perform consultations, make recommendations, and create strategic plans, per request.
3. Create a strategic equity plan/workflow template to utilize for every department.
4. Create a recommendations memo to utilize for every department.

1. Conduct a 6-month review of departmental equity plans or recommendations given.

Ensure that employee’s general DEI concerns in our

1. Create an Employee Equity Survey to assess the temperature of DEI

1. Create probing survey questions.

1. Assess whether recommendations are suitable via surveying.



organization are being addressed and heard.

concerns within our organization.

2. Review and access data with Equity Core Team, and City leaders.
3. Provide recommendations to City Manager's office.

2. Determine Incentives for completion.
3. Create physical survey via survey engine tools.
4. Ensure anonymity.

Publicize the work of DEI within our organization.

1. Communicate different programs being held on a multitude of platforms.
2. Meet with other city employees to publicize DEI work

1. Create DEI focused PowerPoint that describes the team's duties.
2. Create a monthly DEI Newsletter that's accessible on City's website.
3. Create a 6 - month written report that's accessible on City's website
4. Use Equity Core Team to update

2. Higher attendance at DEI programs and trainings hosted
3. Increased consultations with other departments around DEI



Create an inclusive and diverse community within our organization.

1. Create opportunities for employees to feel accepted and welcome in their workplace.
2. Assess the areas of our organization were there are opportunities to develop more inclusive spaces

Ensure all City employees are educated on DEI.

1. Create and conduct monthly trainings on protected classes of persons.

departments on DEI Initiatives

1. Create monthly programs dedicated to inclusivity and diversity.
2. Implementation of Affinity Groups

1. Establish a monthly calendar that details trainings around protected classes

1. Employees understand how they play a part in creating a inclusive environment
2. Retention of employees grow due to spaces created

1. Employees can articulate what the different Protected classes are and laws associated with them



Create material to increase visibility and promote initiatives on our website	<ol style="list-style-type: none">1. Consult with marketing and outreach specialist for guidance.2. Translate materials.3. Monthly updates	<ol style="list-style-type: none">1. Add quarterly newsletter and events.2. Yearly Equity Calendar3. Flyers	<ol style="list-style-type: none">1. Level of inquiries received after materials are displayed or sent out.
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The Human Relations/DEI staff was hired and developed, with the final member of the DEI team joining the staff in January 2022. The DEI staff has been diligently working to learn and understand the cultural climate of the organization, as evidenced in the information that is shared herein.

The Human Relations/DEI Department is enthusiastic to serve as the inaugural team that will help to establish a climate of inclusivity within our organization by meeting our peer city employees where they are, while creating safe spaces and learning opportunities that enhances recruitment, encourages talent retention, and fosters a shared commitment to the mission of the City of Winston-Salem.

Protected Classes of Persons

The DEI division offers trainings to all city employees based on the protected classes of persons, as outlined in the **City's Personnel Resolutions** and **Employee Handbook**. (Learn more about trainings on page 21.)



Sec. 1. - Equal employment opportunity.

- (a) “Employment practices in city government shall at all times adhere to the spirit and letter of federal, state and local laws, rules and regulations promulgated thereunder guaranteeing equal employment opportunities and promoting fairness in compensation to all persons without regard to and prohibiting discrimination, bullying or harassment on the basis of race, ethnicity, color, creed, religion, sex, sexual orientation, gender identity or gender expression, protected hairstyles, pregnancy, disability unless a bona fide occupational qualification exists, age, veteran status, marital status, familial status, political affiliation or national origin.”

G. Respecting Diversity in the Workplace

“The City’s employee population base is diverse and ever changing. The City expects and promotes respect for all of its employees. Harassment of any kind is unacceptable and will not be tolerated. Employees who feel they are being disrespected, harassed, or bullied may file a grievance under the City’s employee grievance process set forth in Section V of the Employee Handbook. All complaints will be investigated and will be kept confidential to the extent possible and in accordance with all applicable laws.”

X. Grievance Procedure

“All employees of the City of Winston-Salem have the right to submit grievances for orderly settlement. It is City policy to address all grievances promptly and fairly. A grievance is a complaint, view or feeling that insufficient consideration or unfair treatment has been given the employee or the employee's group in the employee's department pertaining to employment conditions, to relationships between the employee and the employee's supervisor, or to relationships between the employee and other employees. Any complaint or grievance, which is covered under another set of rules, is excluded from this procedure. City employees are encouraged to present complaints or grievances initially to immediate supervisors and then to higher levels of supervision. Employees who have a grievance against their...”

2022 Equity Calendar

Below is a calendar of several widely recognized awareness months and day(s) for specific historically marginalized and/or emerging groups or cultures. The DEI Equity Calendar is intended to encourage inclusion, while raising awareness and understanding, with an ongoing goal to incorporate more diverse and inclusive programs and practices within the City of Winston-Salem.



EQUITY CALENDAR 2022

January

Jan. 16 | World Religion Day: Promotes understanding and peace between all religions

Jan. 17 | Dr. Martin Luther King Jr Day: Honors the civil rights leader who dedicated his life to achieving equality for people of color and whose accomplishments continue to inspire generations of Americans.

February

Black History Month: Highlights African American activism and achievements by recognizing the significant role African Americans have played in United States history.

March

Women's History Month: Recognizes women for their valuable contributions to society and history.

March 8 | International Women's Day: Honoring women's economic, political, and social achievements.

March 21 | Single Parents Day: Commemorates the hard-working individuals raising their child or children without a partner.

March 31 | International Transgender Day of Visibility: Raises awareness of discrimination faced by transgender people worldwide and celebrates their contributions to society.

March 31 | César Chávez Day: Celebrates the legacy of the civil rights and labor movement activist Cesar Chavez and his commitment to social justice.

April

National Volunteer Month: Honors volunteers in our communities and encourages volunteerism.

April 2-May 2 | Ramadan: Observed by Muslims worldwide as a month of fasting, prayer, reflection, and community.

April 2 | Autism Awareness Day: Established to raise awareness about the need to improve the quality of life of those with autism so they can lead full and meaningful lives.

May

Asian/Pacific American Heritage Month: Celebrates the accomplishments of Asians and Pacific Islanders in the United States.

Older American Heritage Month: Honors the contributions of older Americans to families and society.

June

Lesbian, Gay, Bisexual, Transgender, and Questioning (LBGTQ+) History Month (PRIDE month): Recognize the influence and contributions of LBGTQ+ people around the world.

June 18 | Winston-Salem Pride Festival & Parade: Organized by Pride Winston-Salem to celebrate the local LGBTQIA+ community with live music, entertainment, street vendors, and hand-on activities.

June 19 | Juneteenth: Also known as Freedom Day or Emancipation Day. Celebrates the end of slavery in the United States as well as African American culture.

June 23 | National Pink Day: Encourages everyone to wear something pink to end the preconceptions of pink being a color that is only associated with women.

July

July 26 | National Disability Independence Day: Celebrates the anniversary of the 1990 signing of the Americans with Disabilities Act.

August

Aug. 9 | International Day of the World's Indigenous People: Raises awareness of the rights of indigenous peoples and celebrates their contributions to such issues as environmental protection.

Aug. 22 | World Senior Citizen's Day: Raises awareness of issues that affect older adults, such as health deterioration and elder abuse.

Aug. 23 | Black Women's Equal Pay Day: Raises awareness about the wide gap in average pay for black women and white men.

Aug. 26 | Women's Equality Day: Commemorates the certification in 1920 of the 19th Amendment that gave women the right to vote.

September

National Hispanic Heritage Month: Honors the culture and contribution of both Hispanic and Latinx Americans as we celebrate heritage rooted in all Latin America.

Sept. 18 | International Equal Pay Day: Honors the long-standing efforts to achieve equal pay for work of equal value.

October

Global Diversity Awareness Month: Celebrates and increases awareness about the diversity of cultures and ethnicities and the positive impact diversity has on society.

National Disability Employment Awareness Month: Established to draw attention to employment barriers as well as the contributions of those with all types of disabilities.

Oct. 10 | U.S. Indigenous People's Day: Honors the history and culture of Native Americans affected by colonization of the United States.

Oct. 24 | Diwali: A festival of lights for Hindus, Sikhs, and some Buddhists, representing new beginnings and the triumph of light over darkness.

November

National American Indian/Native American Heritage Month: Celebrates the rich and diverse cultures, traditions, histories and contributions of Native people.

National Family Caregivers Month: Honors the 40 million caregivers who support aging parents, ill spouses or other loved ones with disabilities.

Nov 13-19 | Transgender Awareness Week: A week for transgender people and their allies to educate the public about transgender people.

Nov. 20 | Transgender Day of Remembrance: Honors transgender people whose lives were lost in acts of anti-transgender violence during the year.

December

Dec. 3 | International Day of Persons with Disabilities: Promotes the full and equal participation of persons with disabilities in all aspects of society.

Dec. 18-26 | Hanukkah: An eight-day Jewish observance that remembers the Jewish people's struggle for religious freedom.

Dec. 25 | Christmas: A Christian holiday celebrating the birth of Jesus, which has become a worldwide religious and secular celebration.

Dec. 26-Jan. 1 | Kwanzaa: Celebrates African American heritage, unity, and culture.

Government Alliance on Race & Equity (G.A.R.E.)



LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON **RACE & EQUITY**

The Government Alliance on Race and Equity (G.A.R.E.) 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.

The *City of Winston-Salem* became a member of G.A.R.E. in April 2021, and has renewed membership for the upcoming fiscal year. This network enables government racial equity directors/leaders and subject area experts to exchange information, collaborate to advance their practice, and develop solutions to racial equity challenges.

G.A.R.E. has provided the Human Relations/DEI Department with several tools and resources to advance racial equity by eliminating inequities and increasing success for all. Please see a few resources below.



[Racial Equity: Getting to Results](#)

[Racial Equity Action Plans](#)

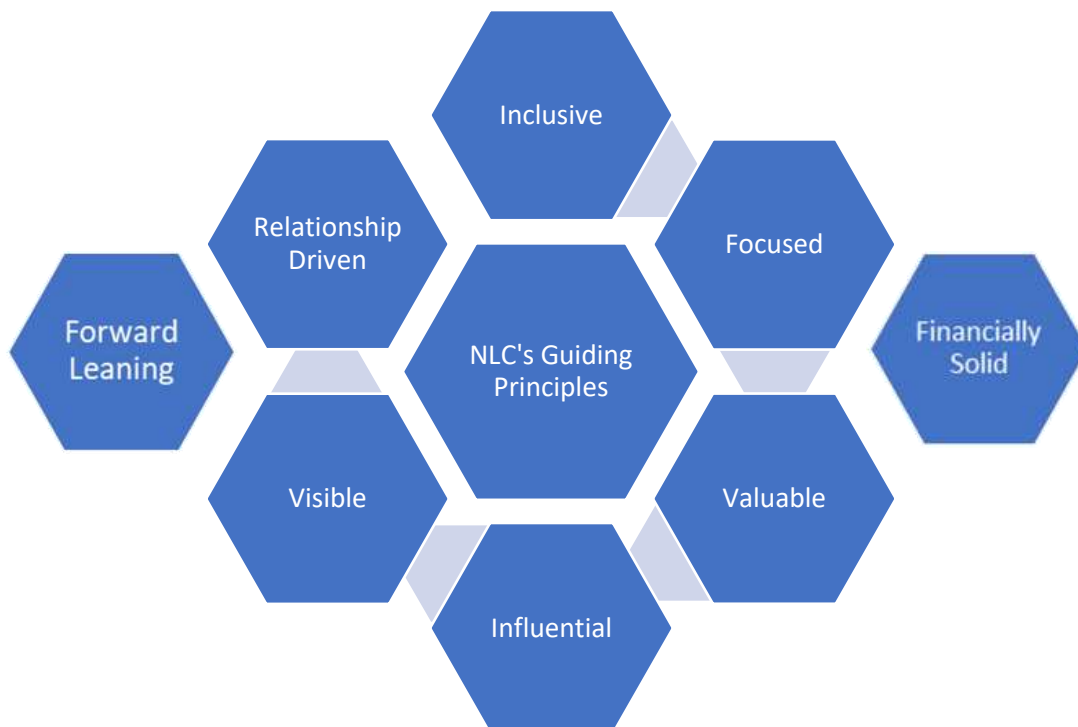
[Racial Equity Toolkit](#)



The National League of Cities is an organization comprised of city, town and village leaders that are focused on improving the quality of life for their current and future constituents.

With over 90 years of dedication to the strength, health, and advancement of local governments, NLC has gained the trust and support of more than 2,000 cities across the nation. Together, their mission is to strengthen local leadership, influence federal policy and drive innovative solutions.

As the NLC is the premier resource and advocate for local government, the Human Relations/DEI Department is partnering with the NLC to identify and develop strategies to address systemic and structural inequities.



Limited English Proficiency

The City of Winston-Salem is committed to improving the accessibility of services to persons with Limited English Proficiency (LEP). LEP persons are individuals who do not speak English as a primary language and have a limited ability to read, write, speak, or understand English. The Human Relations/DEI Department assists city departments to ensure that the city develops and implements a system that gives LEP persons “meaningful access” to programs and services.

In October 2021, the Human Relations/DEI Department conducted a compliance review to ensure that all city departments were adhering to the spirit and intent of their duty to provide timely and meaningful access for LEP persons, pursuant to the provisions of *Title VI of the Civil Rights Act of 1964*. Listed below are the best practices the DEI division recommended:

- Use internally-incentivized, Spanish-speaking employees within respective departments. Contact the Human Relations/DEI Department, if you would like assistance from a Spanish-speaking city employee interpreter.
- Use CityLink 311 translation services, by contacting 336-727-8000, for on-demand interpretations.
- Include information on departmental websites stating that the department has documents available in other languages.
- Have viable documents/information available in another language, as applicable. (*i.e.*, *Spanish*) Click [here](#) for more information.

The image displays three sample documents in Spanish:

- Left Document:** A checklist titled "Lista Para El Buen Vecino" (List for the Good Neighbor) from the City of Winston-Salem. It includes sections for "Consejos para un vecindario saludable" (Tips for a healthy neighborhood) with icons for lawn care, trash disposal, and car safety, and a section for reporting violations.
- Middle Document:** A colorful poster for "FESTIVALES DE OTOÑO" (Autumn Festivals) by Winston-Salem Recreation & Parks. It features cartoon characters in Halloween costumes and lists the date "JUEVES 28 de OCT. 6-8 P.M." and five recreation centers.
- Right Document:** A flyer titled "¿Te saliste de la escuela?" (Did you drop out of school?). It promotes the YouthBuild program, listing eligibility criteria such as being 18-24 years old and having a GED, and provides contact information for the program.

2022 Employee Equity Survey

The Human Relations/Diversity, Equity, and Inclusion (DEI) Department launched the Employee Equity Survey on February 11, 2022. The survey was created by the DEI Division, with the assistance of the Equity Core Team. The purpose of the Employee Equity Survey was to gauge the climate of perceptions within the city, related to diversity, equity, and inclusion. Employees did not need actual knowledge or expertise to answer the questions. Instead, employees were to base all responses on their perceptions and opinions, using their firsthand or learned experiences. All responses were collected anonymously, and the survey closed on March 11, 2022.

The Employee Equity Survey received three hundred seventy-four (374) total entries out of a 2,311 workforce. Employees were only able to submit one survey, which included five total questions. Additionally, there were a total of four hundred forty-six (446) combined responses to the two open-ended survey questions.

1. On a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree, how would you rate the following statements regarding Diversity, Equity, & Inclusion in our organization?

[More Details](#)

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

City government employees are a diverse representation of the community that we serve.

All races are well-represented in all levels of government.

My department has a strong representation of all races.

Women are respected within the organization equally as much as men.

Various generations and age groups work well together within the organization.

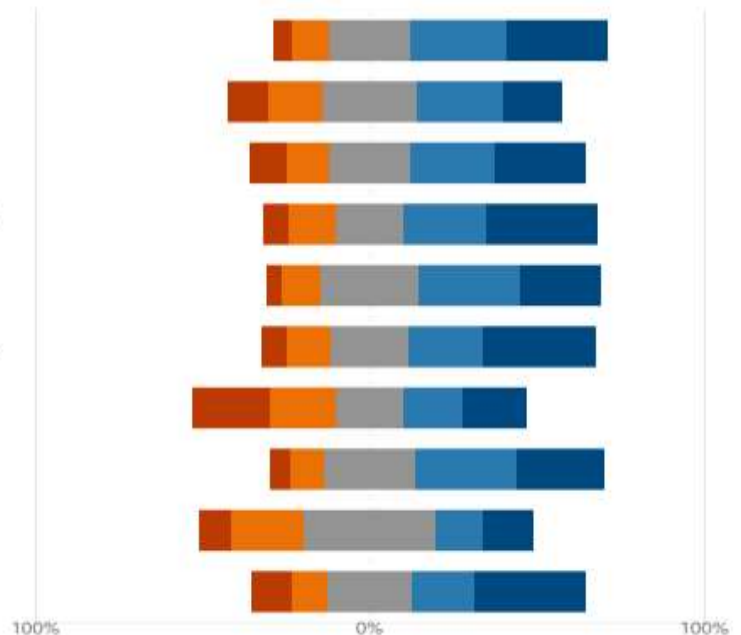
Men and women are equally paid in the organization.

Promotional opportunities and vacancies are made available in a fair and inclusive manner.

Most city employees are welcoming to and comfortable with employees who are lesbian, gay,...

There is a good representation of employees who were not born in the United States within the...

The organization needs to do more to make all employees feel included and treated equally.

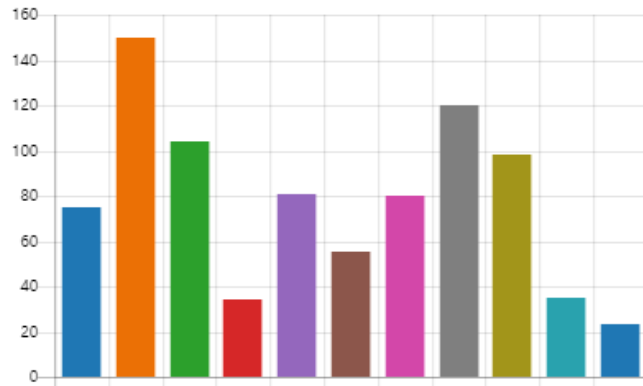


Proceed to the next page to review Chart 2.

2. What Diversity, Equity, & Inclusion concerns do you have? (Select all that apply)

[More Details](#)

Employee engagement	75
Employee retention	150
Pay inequities	104
Community Engagement	34
Policy and procedure	81
Gender equality	55
Racial equality	80
Professional Development	120
Hiring practices	98
None	35
Other	23



The results pictured above were gathered on *February 24, 2022*, based on 257 respondents. The display only reveals two out of five survey questions. The DEI division will analyze the data to provide recommendations to City leaders by the end of FY 2022.

The survey responses received demonstrated a wide range of equity concerns to be addressed; however, the most shared concerns amongst employees who completed the survey were: (1) Employee Retention; (2) Promotion/Hiring Practices; and (3) Pay Inequities/Professional Development.

Interdepartmental Consultations

The Human Relations/DEI Department offers interdepartmental support and consultations by way of training and equity action planning. The following departments below have taken the necessary steps to create a more equitable organization and workplace for all. The DEI division anticipates and encourages City departments to ensure equity in the workplace by applying an equity lens to policies, procedures, and programs that may perpetuate systematic inequities, or by receiving training to become knowledgeable of DEI awareness.



Public Assembly
Facilities/WS
Fairgrounds

*Ensuring equity with the vendor selection application process.
Ensuring that hosted events reflect the true diversity of Winston-Salem.*



WS/FC Utilities
Department

Ensuring equity and inclusiveness within the Utilities department.



WS Fire Department

Ensuring racial equity and fairness within the Fire Department.

We highlight our city departments that have taken the steps needed to embed equity within our organization!

Equity Core Team

What is the Equity Core Team?

A primary leadership team, responsible for designing, coordinating, and organizing racial equity plans and activities across the internal structure of the City of Winston-Salem.



What are the key functions of the Equity Core Team?

- Catalyzing equitable systems change in government.
- Coordinating the design and implementation of an Equity Action Plan.
- Cultivating new racial equity leadership and active employee engagement.
- Championing racial and social justice and celebrating and sustaining success.



What are the duties and expectations of Equity Core Team Members?

- Participate in all Equity Core Team meetings, activities, and committees.
- Champion and advocate for diversity, equity, and inclusion.
- Determine openings to pilot activities, develop goals and plans, and implement strategies for achieving results.
- Encourage employee generated ideas. Collaborate and build relationships with staff across departments and leverage internal expertise to advance goals of the effort.



Equity Core Team members, as of *July 1, 2022*.

Current Members and Departments Represented

Department	Representatives
Budget & Performance Management	Jordan Paige
Business Inclusion & Advancement	Hannah Hernandez
City Attorney's Office	Camille French
City Clerk's Office	Jackie Clayton
City Link	Tapria Foust
City Manager's Office	Lauren Tompson
Office of Community Assistance	Sabrina Stowe
Community Development	Adrienne Numaworse
Emergency Management	Leigha Cordell
Engineering	Sarah Maness
Fairgrounds	Robert Mulhearn & DJ Hargrave
Field Operations	Vacant
Fire	Shirese Moore
Financial Management Services	Jennifer Haydon & Nicole Jiles
Human Relations/D.E.I.	Adolfo Briceno & Jayme Waldeck
Human Resources	Maggie Alfaro
Information Systems	Jacqueline Phillip-Hayes & Robin Kester
Marketing & Communications	Randy Britton
Operations	Troy Sneed
Planning & Development Services	Samuel Hunter
Police	Barry Martin & Crystal Pritchard
Property & Facilities Management	Rodney Harden
Recreation & Parks	Anna Marino
Sanitation	Shavonda Holloway
Sustainability	Moriah Gendy
Transportation	Alex Stone
Utilities	Hsiang-yu Chou-Hoofman

Click [here](#) for more information.

Cultural Competency Trainings

The Human Relations/DEI Department offers introductory trainings on cultural competency topics. These trainings are offered to all city employees with the goal of creating a more equitable workplace and to better serve the community. They are hosted monthly (except for December) on the fourth Wednesday of every month at 2pm. During the training employees will learn:

- Basic definitions of the specific protected class of person/topic
- History surrounding the protected class
- Inclusive practices departments can develop around protected class
- Laws pertaining to the protected class
- Supplemental Resources

To register for future trainings [click here](#).

- Race- February 23, 2022 ✓
- Sex- March 23, 2022 ✓
- Religion & Spirituality - April 27, 2022 ✓
- Ethnicity- May 25, 2022 ✓
- Gender Identity and Supporting Individuals in the LGBTQ+ Community- June 22, 2022 ✓
- Mental Disabilities- July 27, 2022 ✓
- Age Discrimination- August 24, 2022
- Political Discrimination- September 28, 2022
- Protected Hairstyles- October 26, 2022
- Veteran Status- November 30, 2022
- Creed- January 25, 2023
- Color- February 22, 2023
- Sexual Orientation- March 22, 2023
- Marital Status- April 26, 2023
- National Origin- May 24, 2023
- Gender Expression- June 28, 2023
- Physical Disabilities- July 26, 2023
- Pregnancy Discrimination- August 23, 2023



Staff Training & Development

The DEI division is excited for the work to come.

As always, we are “One Team Committed to Excellence!”

The DEI division regularly attends professional development trainings or workshops to adequately provide diversity, equity, and inclusion support to City employees and departments. Below are a list of trainings/workshops DEI staff members have successfully completed.

Write Choice Learning Institute- Culture Diversity & Ethics Training

Racial Equity Institute- Racial Equity Workshop, Phase 1

Connecting Communities: A National LGBTQ Liaison Summit

PROCEED, Inc., NCTSTA- Examining AAPI Community's Cultural Values in Mental Health Care

FranklinCovey- Understanding Unconscious Bias

Achievers Workforce Institute- How to Optimize Your Recognition Program to Drive Belonging

Municipal Equality Index- Municipality as an Employer Webinar

TRALIANT Original Series – Diversity & Inclusion

Perfeqta’s Top 5 Workplace DEI Trends for 2022

“A Look at Hate Crimes/Hate Bias Incidents in North Carolina”

Write Choice Learning Institute- Leadership & Influence



21-22 DEI Divison Programming/Training Report

City of Winston-Salem Human Relations/DEI Department

NAME OF ACTIVITY	DATE OF ACTIVITY	BENEFIT YIELDED	Number of Employees
The Black & White Experience - Session 1	7/22/2021	Training	37
The Black & White Experience - Session 2	7/29/2021	Training	51
The Latinx Experience - Session 1	8/4/2021	Training	22
The Black & White Experience - Session 3	8/5/2021	Training	53
The Latinx Experience - Session 2	8/11/2021	Training	42
The Latinx Experience - Session 3	8/18/2021	Training	25
August Equity Core Team Meeting	8/27/2021	Programming	15
The LGBTQ+ Experience - Session 1	9/8/2021	Training	58
The LGBTQ+ Experience - Session 2	9/15/2021	Training	50
The LGBTQ+ Experience - Session 3	9/22/2021	Training	50
October Equity Core Team Meeting	10/22/2021	Programming	17
Disability Awareness Training	10/29/2021	Training	54
Veterans Day Appreciation - Donut Drop Off	11/10/2021	Programming	180
November Equity Core Team Meeting	11/19/2021	Programming	17
December Equity Core Team Meeting	12/17/2021	Programming	17
January Equity Core Team Meeting	1/28/2022	Programming	21
Cultural Competency Training: "Race"	2/23/2022	Training	49
February Equity Core Team Meeting	2/25/2022	Programming	24
Due to COVID-19 restrictions, numbers are lower than normal; however, we have moved all programming and training to a virtual platform.			782

Diversity, Equity & Inclusion

1st Quarter Newsletter



Winston-Salem

HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

MEET OUR D.E.I STAFF



Thank you for reading our inaugural newsletter from the Diversity, Equity, and Inclusion team under the Human Relations/DEI department. Our hope from this newsletter is to inform employees on a quarterly basis about upcoming news, programs, training, etc. that are important for City of Winston Salem employees to be aware of. In addition, we hope to provide resources and tips your department can use to implement practices that bring forth greater diversity, equity, and inclusion for all departments working in the city. Our mission as a team is to “produce DEI excellence by embedding equity and inclusion throughout our organization. We strive to encourage cultural sensitivity, implement strategies that create equal access to opportunity, in addition to work collaboratively with city departments to examine existing internal policies, procedures, and programs that may perpetuate systemic inequities and institutional racism”. This mission is completed through offering consultations, trainings, assessment assistance, and resources for city employees. Our team looks forward to bringing offerings that will help all employees feel a sense of “belonging” with the City of Winston Salem in the coming future.

-Diversity, Equity and Inclusion Team.

FACT ABOUT INCLUSION!

The millennial(Anyone born between 1981 and 1996) and Gen Z(anyone born after 1997) generations are the most diverse in history: only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation. (CNN Money)



Equity Core Team



The Equity Core Team is the leadership team responsible for designing, coordinating, and organizing racial equity plans and activities across the internal structure of the City of Winston-Salem. The first Core Team members will commit to a one-year term. In the infancy of the Core Team, we are anticipating one hour meeting per month.

Current Activities- Employee Resource Groups, Employee Survey Review, Training

For a list of all members/representatives please visit our website: [Equity Core Team | City of Winston-Salem, NC \(cityofws.org\)](#)

Upcoming Workshops

Cultural Competency Trainings

Race Discrimination 2/25/22

Sex Discrimination 3/23/22

Religious Discrimination 4/27/22

Ethnicity Discrimination 5/25/22

Useful Resources for the Upcoming Months

DEI Equity Calendar

What is Anti-Racism

10 Ways To Promote Anti-Racism In The Workplace

Sexism Podcast

13 insightful podcasts on women, feminism, and gender equality

4 Ways To Ensure Faith Inclusion in the Workplace



Relevant City Policies

- [Holiday Celebrations \(PDF\)](#) - June 1, 2016
- [Minority and Woman-Owned Business Program Policy \(PDF\)](#) - July 26, 2018
- [Ethics Policy \(PDF\)](#) - November 16, 2015

For a complete list of policies visit [Policies | City of Winston-Salem, NC \(cityofws.org\)](#)

JOIN US!



Winston-Salem
HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

CULTURAL COMPETENCY TRAININGS

TOPIC:
"SEXISM IN THE
WORKPLACE"

SUMMARY:

For this workshop, we will discuss the definition of sexism. In addition, we will discuss how sexism shows up in the workplace. Lastly, we will explore ways in which departments can create equitable experiences for all genders.

MARCH

23RD

Wednesday @2pm



[HTTPS://FORMS.OFFICE.COM/R/VqX2N6G61W](https://forms.office.com/R/VqX2N6G61W)

To register follow the link

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Winston-Salem
HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

CULTURAL COMPETENCY TRAININGS

TOPIC: "RACE"



SUMMARY:

During the training, we will review the definition of race and how society developed this construct. We will explore biases and practices your department can use to address racism and enhance inclusion.

Wednesday @2pm

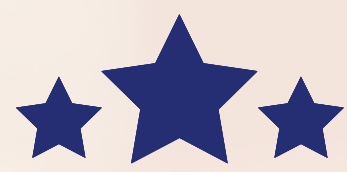
23RD

February 2022

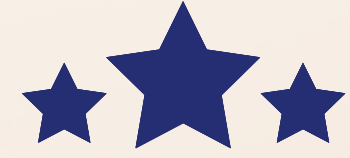
To register follow the link

[HTTPS://FORMS.OFFICE.COM/R/VqX2N6G61W](https://forms.office.com/R/VqX2N6G61W)

City of Winston-Salem,
Human Relations/Diversity, Equity, & Inclusion
Department



HAPPY



VETERANS DAY

HAVE A DONUT
ON US!

With Respect, Honor and Gratitude,

We say... Thank you!



To comply with COVID restrictions

LOOK FORWARD TO OUR DEPARTMENT "DROP OFF"

WEDNESDAY, 11/10/2021 AT 8:30 AM



Winston-Salem

Disability Awareness Training

For City Employees

October 29, 2021

10:00 a.m.

via Microsoft Teams



**Scan the QR Code
to Register**

**Brought to you by:
Recreation and Parks Department: Therapeutic Recreation Unit
Human Relations/ Diversity, Equity, and Inclusion Department**

**COMING THIS
SEPTEMBER:
LUNCH
& LEARN**

The LGBTQ+ Experience

**How power, privilege and oppression
color the LGBTQ+ experience in America.**

The DEI 3x3 Summer Conversation Series

**Presented by the Office of
Diversity, Equity & Inclusion**

Sept. 8: Differences and similarities of those who fall under the (LGBTQ+) umbrella category?

Sept. 15: Realities, dynamics, struggles and strengths within and around the LGBTQ+ community.

Sept. 22: What now? Challenges and steps we can take.

Sign-ups now being accepted at the Employee Center

All conversations to be held online, Noon – 1:15 p.m.

Eat your lunch while you learn!



Winston-Salem

**Understanding
the origins of
racism and
structural
racism in the
United States.**

The Black & White Experience

The DEI 3x3 Summer Conversation Series

Presented by the Office of
Diversity, Equity & Inclusion

- July 22:** Understanding our racial identity and “cultural baggage.”
- July 29:** The origins of racism, from 1619 through Reconstruction.
- Aug. 5:** A roadmap to a more racially just and inclusive Winston-Salem

Sign-ups now being accepted at the Employee Center

All conversations to be held online, Noon – 1:15 p.m.

Eat your lunch while you learn!



Winston-Salem

**COMING
THIS
AUGUST:
LUNCH
& LEARN**

The Latinx Experience

Understanding the Latinx experience through the lens of race, both in Latin America and the United States.

The DEI 3x3 Summer Conversation Series

Presented by the Office of Diversity, Equity & Inclusion

Aug. 4: Race & racism in Latin America

Aug. 11: The racialized condition of Latinx people in the U.S.

Aug. 18: What now?

Sign-ups now being accepted at the Employee Center

All conversations to be held online, Noon – 1:15 p.m.

Eat your lunch while you learn!



Winston-Salem

JOIN US!



Winston-Salem

HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

CULTURAL COMPETENCY TRAININGS

THIS MONTH: "RELIGION & SPIRITUALITY"

SUMMARY:

Participants who attend this workshop will learn the backstory about how religion was created, as well as some of the different religions from around the world. Furthermore, attendees will have a general understanding of popular holidays that are celebrated and how to accommodate individuals who celebrate these holidays.

APRIL 27TH

Virtual @2pm



[HTTPS://FORMS.OFFICE.COM/R/VQX2N6G61W](https://forms.office.com/r/VqX2N6G61W)

If you have not register, do it now!

JOIN US!



Winston Salem
HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

CULTURAL COMPETENCY TRAININGS

MAY 25TH

Virtual @2pm

THIS MONTH: "ETHNICITY"



If you have not register yet, do it now!

[HTTPS://FORMS.OFFICE.COM/R/VqX2N6G61W](https://forms.office.com/R/VqX2N6G61W)

We will review the definition of ethnicity and how ethnicity differs from other terminologies. Additionally, we will review different diasporas that can be salient to individuals' identities, and the ways these cultures can be "seen" in our work environment.

JOIN US!



Winston Salem
HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

CULTURAL COMPETENCY TRAININGS

**THIS MONTH:
GENDER IDENTITY AND SUPPORTING
INDIVIDUALS IN THE LGBTQ+
COMMUNITY**

**JUNE
22ND**

Virtual @2pm

SUMMARY:

We will review different genders that are present in our society, including pronouns individuals use to identify their gender. We will discuss the reasoning behind these pronouns and tips departments can use to establish an inclusive environment for all.



[HTTPS://FORMS.OFFICE.COM/R/VqX2N6G61W](https://forms.office.com/R/VqX2N6G61W)

If you have not register yet, do it now!



Winston Salem

HUMAN RELATIONS /
DIVERSITY, EQUITY,
& INCLUSION

JOIN US!

CULTURAL COMPETENCY TRAININGS

THIS MONTH: MENTAL DISABILITIES

SUMMARY:

We will discuss the different types of disabilities that are not always visible, methods a department can use to support someone who might have a disability, and resources the City of Winston Salem can provide to help differently abled individuals feel accepted in their workplace.

JULY
27TH

Virtual @2pm



If you have not registered yet, do it now! [HTTPS://FORMS.OFFICE.COM/R/VQX2N6G61W](https://forms.office.com/R/VQX2N6G61W)