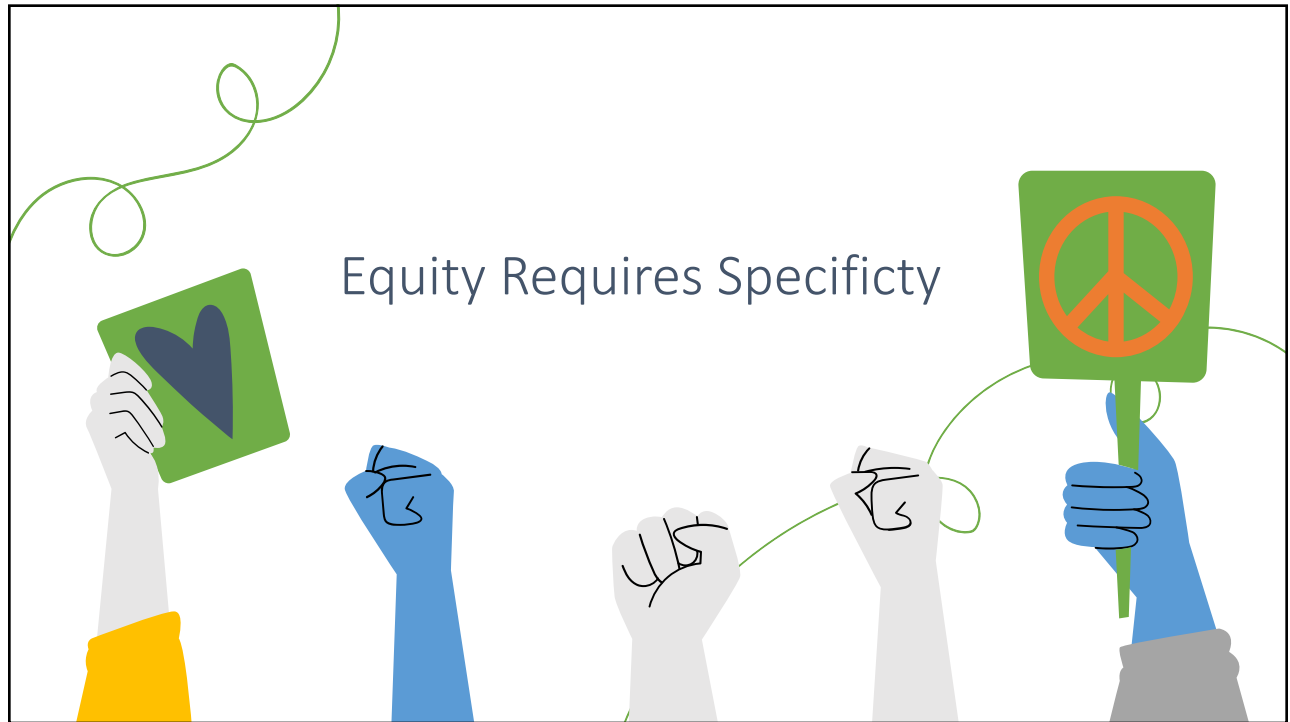


# Lessons Learned

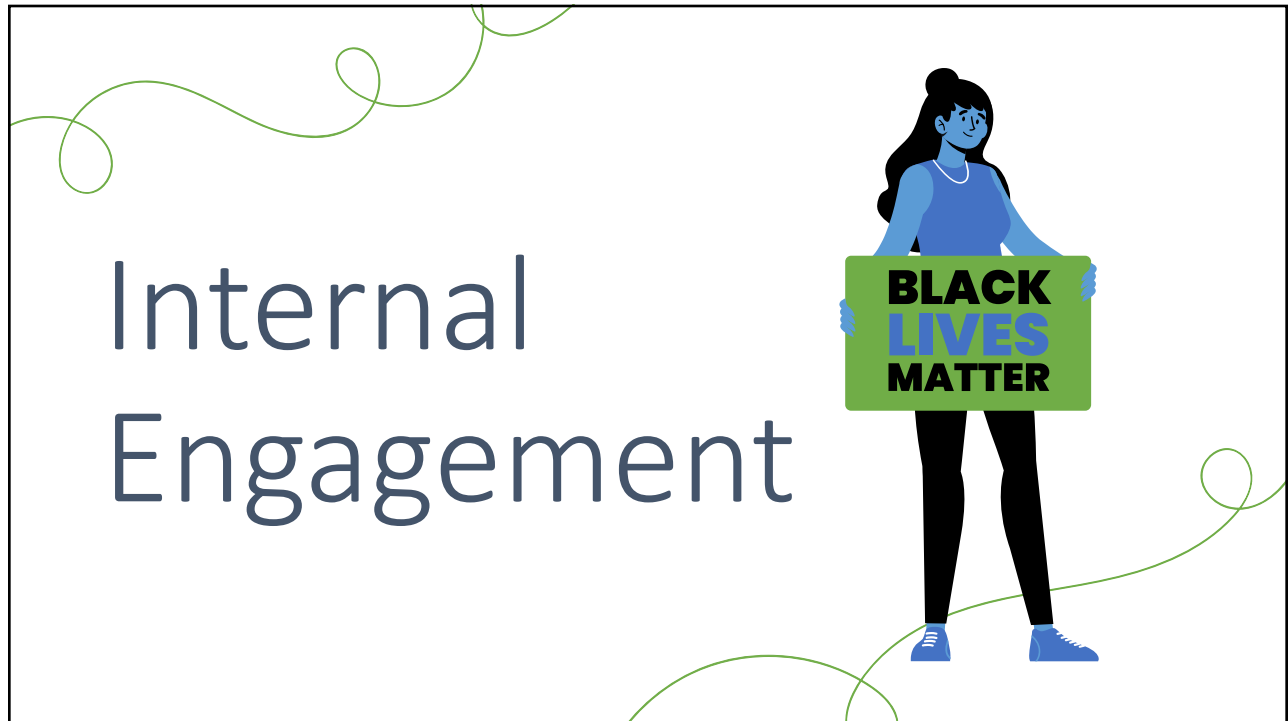


1

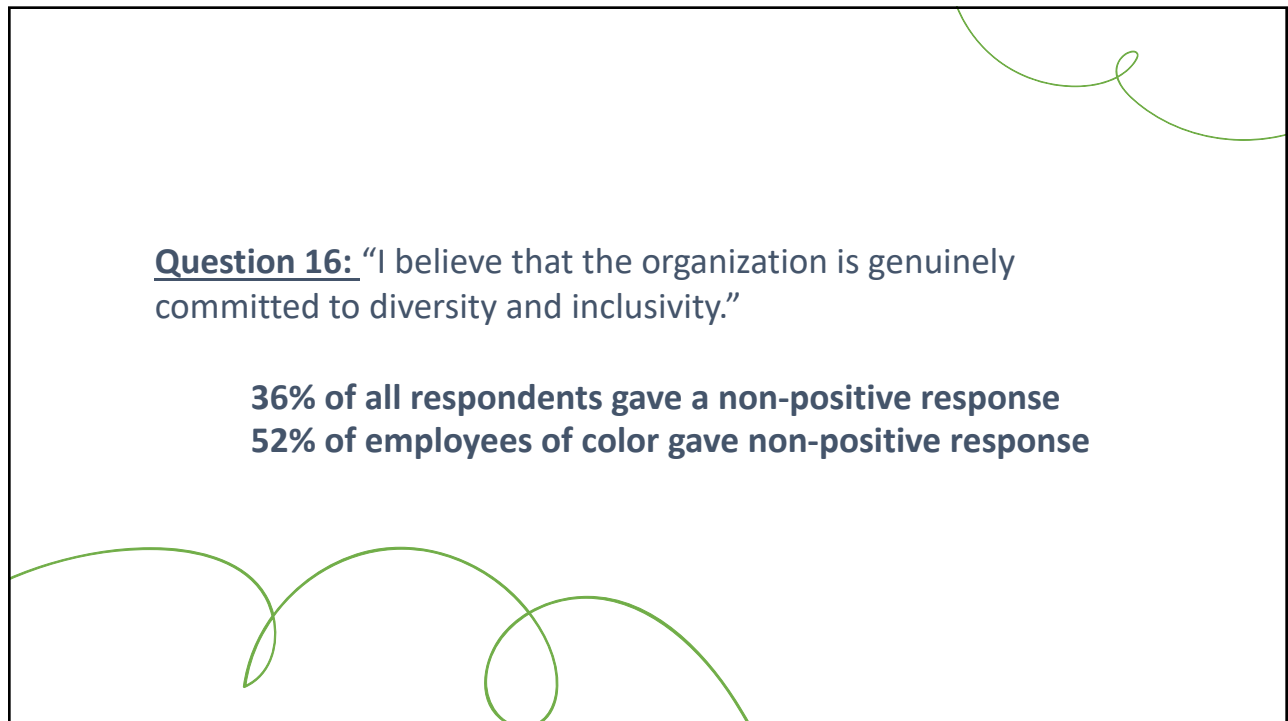
Equity Requires Specificity



2



3



4

**Question 40:** “I would recommend the organization as a good place to work to anyone regardless of the following: (but not limited to) race, gender identity, religion, sexual orientation.”

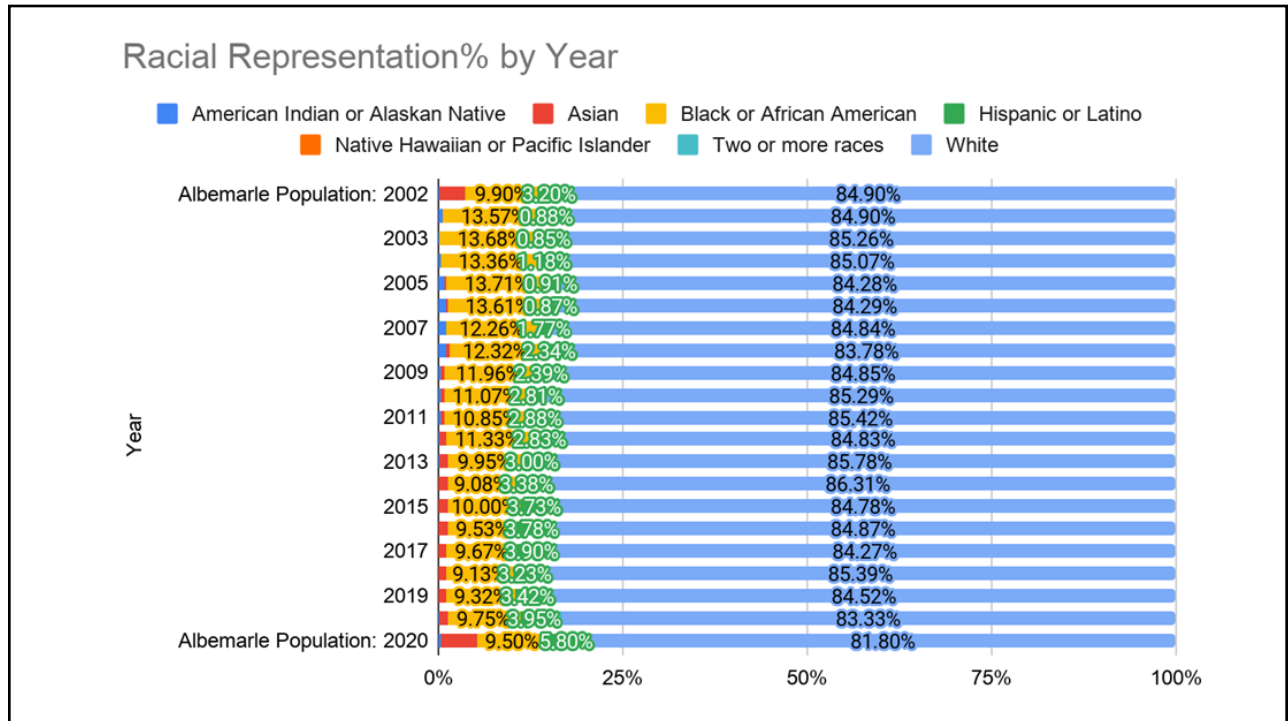
**23% of all responses were non-positive**  
**35% of employees of color gave a non-positive response**

5

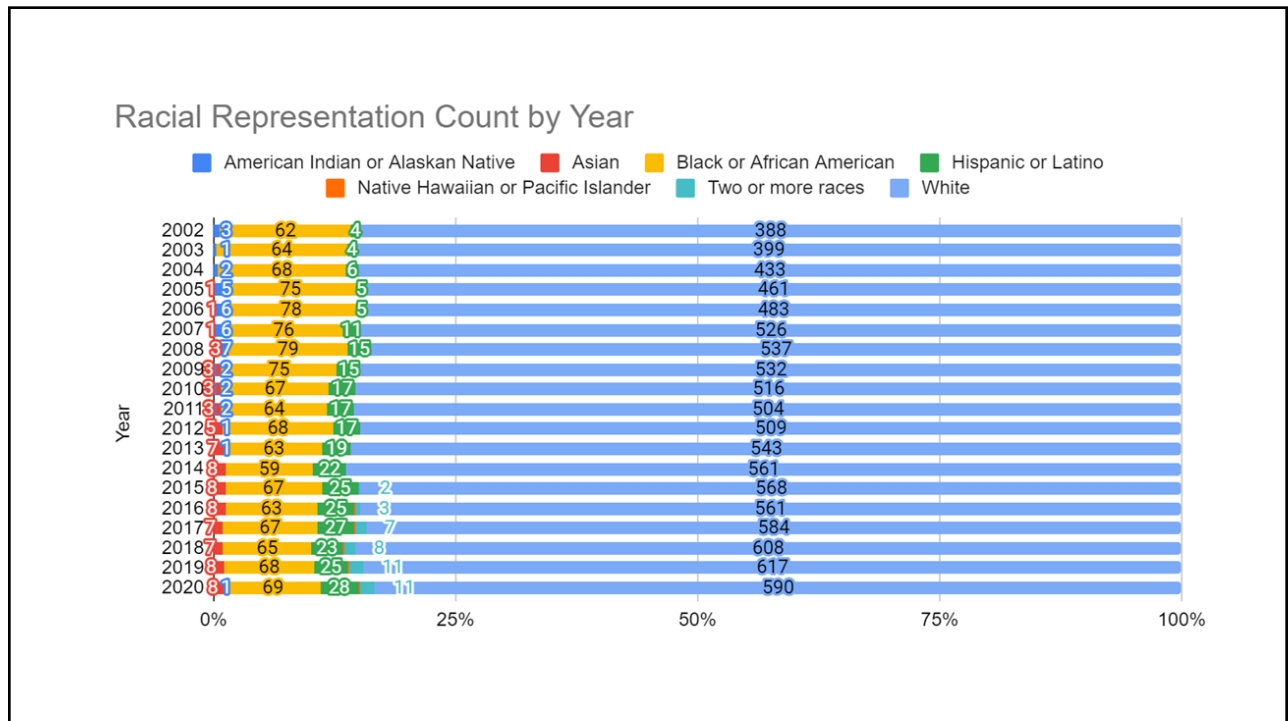


Growing a Diverse Organization

6



7



8

FY20						
Pay Grade	[4-14]	Percentage	[15-18]	Percentage	[19+]	Percentage
American Indian or Alaskan Native	0	0.00%	0	0.00%	0	0.00%
Asian	1	0.62%	5	2.55%	2	2.22%
Black or African American	35	21.74%	21	10.71%	5	5.56%
Hispanic or Latino	6	3.73%	11	5.61%	2	2.22%
Native Hawaiian or Pacific Islander	0	0.00%	0	0.00%	0	0.00%
Two or more races	1	0.62%	7	3.57%	1	1.11%
White	118	73.29%	152	77.55%	80	88.89%
<b>Total</b>	<b>161</b>	<b>100.00%</b>	<b>196</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>

9



10

# Equity Impact Assessment

- Transportation Planning
- Long Range Planning
- Zoning Text Amendments
- County Code

