#### THE STARTING POINT

ACHIEVING AN INCLUSIVE WORKPLACE & COMMUNITY THROUGH IMPLEMENTING DIVERSITY, EQUITY, AND INCLUSION

Gaston County Board of Commissioners' Regular Meeting Harley B. Gaston, Jr. Public Forum, Courthouse 325 Dr. Martin Luther King, Jr. Way, Gastonia, NC 28054 July 27, 2021 6:00pm

Pearl Burris-Floyd, MHA
Diversity, Equity, and Inclusion Officer
Office of the County Manager



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## DEI Strategic Plan

Initiatives	KPI/ Metrics
Form Multicultural Affairs Committee	<ul><li>Train 10 diverse DEI leaders</li><li>Develop 3 DEI initiatives per Fiscal Year</li></ul>
Compile Baseline DEI Database	• Statistics to include gender, ethnic group, number and percent leaders, analysis of 2020 Census Data
Promote DEI Education	<ul> <li>10 DEI in the Workplace Certified</li> <li>Develop 3 DEI Task Force Teams for special initiatives</li> </ul>
Quantify DEI Impact on Economic Development and Growth	<ul> <li>Collaborate with EDC to quantify DEI on recruiting new business</li> <li>Number of existing businesses with DEI initiatives</li> <li>Number of new businesses with DEI initiatives</li> </ul>
Work collaboratively with Human Resources to establish processes and best practices in hiring, talent acquisition and salary equity	<ul> <li>Salary/Compensation Study</li> <li>Hiring Study and DEI Guidance</li> </ul>

#### The MAC Team: Who We Are

Susan Allen – Human Resources Alexander Brooks –Gaston County Museum of Art & History

Pearl Burris-Floyd - County Manager's Office

Karina Dwyer – DSS

Juan Garcia – Planning

Elizabeth Harry - Budget Office

Pamela Ingram – Assistant Register of Deeds

Cecil Jackson – Tax Director

Lisa Jones - DSS

Mark Lamphiear - GEMS

Shiniqua Lee - CAC

Melanie Lowrance - DSS

Joseph Shepherd – Human Resources

Shia Vang – Human Resources

Krystle White – Health Department

David Williams - County Manager's Office

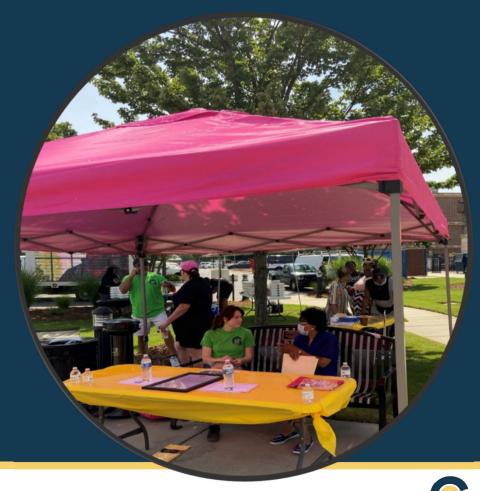
Jocelyn Williams – DSS





### Accomplishments

- Listening Tour and Employee Engagement
- County HR Policy Review
- DEI Network formed with Gaston College and City of Gastonia
- Events including Women's History Month and Cinco de Mayo





#### Future Work

 MWBE engagement and implementation of resolution passed by the board Spring 2021

Continued analysis of county workforce based upon

demographic data

Continued policy review and analysis

• Employee education with MAC team trainers



# Questions?

