

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 style="list-style-type: none">• Train 10 diverse DEI leaders• Develop 3 DEI initiatives per Fiscal Year
Compile Baseline DEI Database	<ul style="list-style-type: none">• Statistics to include gender, ethnic group, number and percent leaders, analysis of 2020 Census Data
Promote DEI Education	<ul style="list-style-type: none">• 10 DEI in the Workplace Certified• Develop 3 DEI Task Force Teams for special initiatives
Quantify DEI Impact on Economic Development and Growth	<ul style="list-style-type: none">• Collaborate with EDC to quantify DEI on recruiting new business• Number of existing businesses with DEI initiatives• Number of new businesses with DEI initiatives
Work collaboratively with Human Resources to establish processes and best practices in hiring, talent acquisition and salary equity	<ul style="list-style-type: none">• Salary/Compensation Study• Hiring Study and DEI Guidance

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
Shinique 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?

