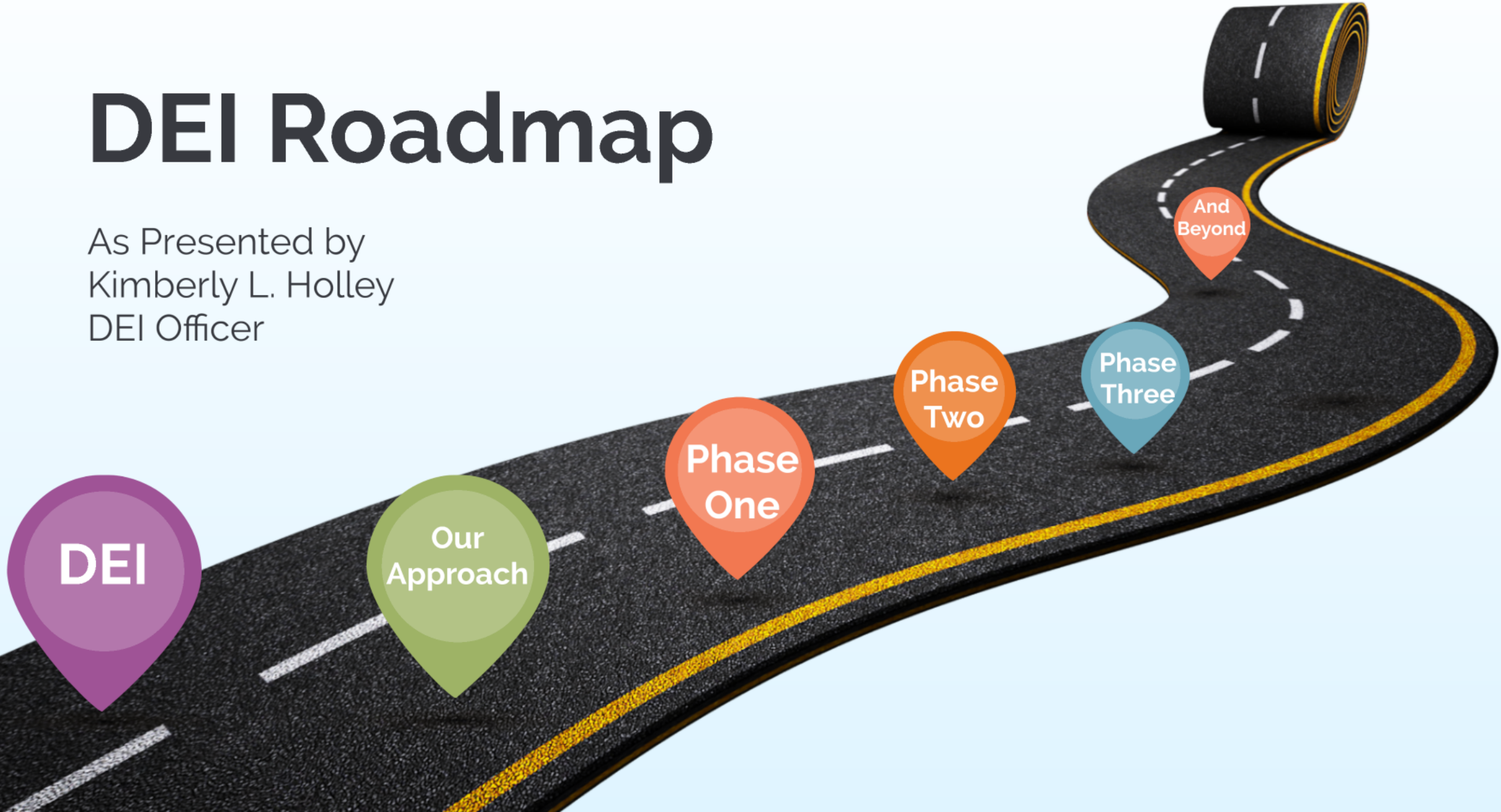


DEI Roadmap

As Presented by
Kimberly L. Holley
DEI Officer



Diversity, Equity, and Inclusion

“Diversity is being asked to the party,
Inclusion is being asked to dance.®” ~Verna Myers

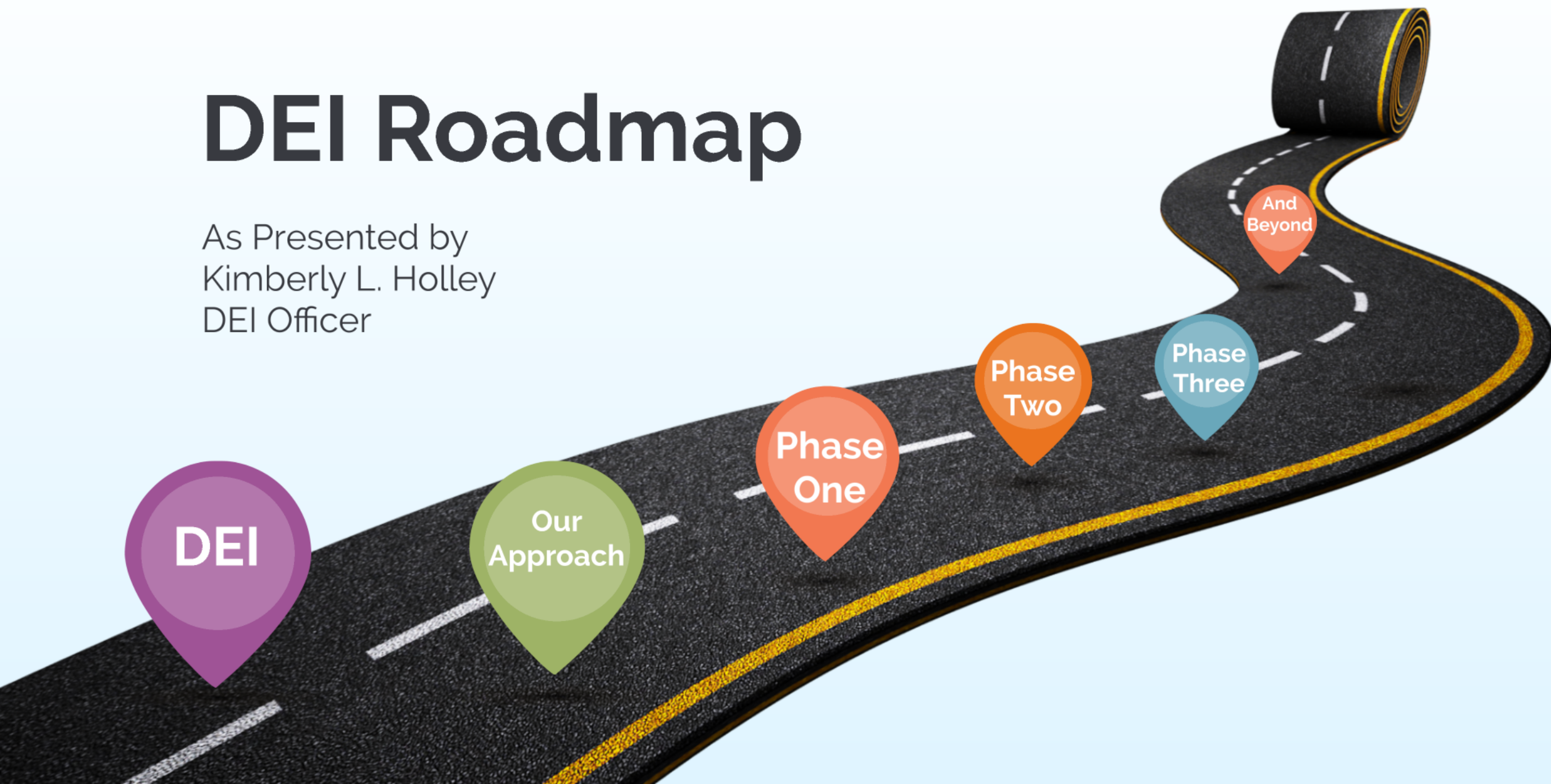
“Equity is being part of the planning committee.”
~Ruchika Tulshyan

“**Diversity** embraces all aspects of human difference and experiences that shape who we are as individuals. **Equity** means everyone has what they need to succeed. **Inclusion** is about welcoming people exactly as they are, and valuing their participation.”

~Kimberly Holley

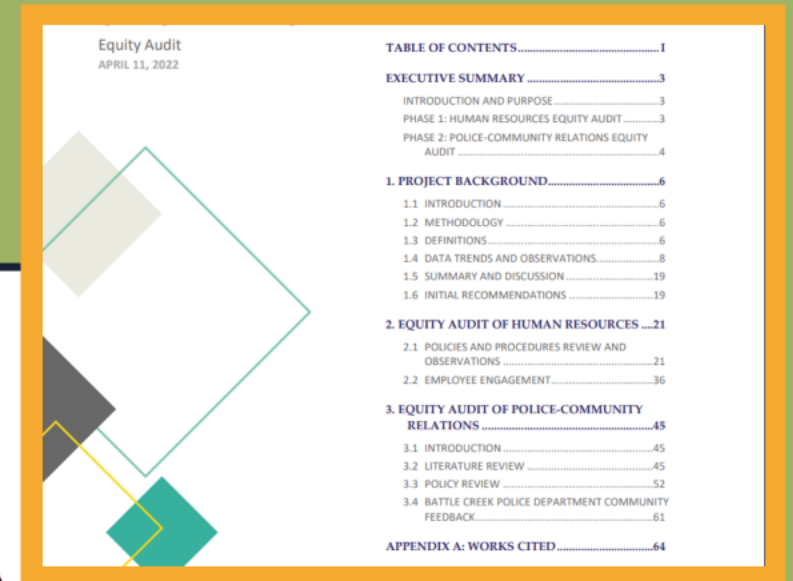
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Background

- Discussions with African American Collaborative prompted pursuit of an Equity Audit as an initial step towards identifying areas in need of change and enhancing the culture of diversity, equity, and inclusion at the City.
- Equity Audit Report - April 2022
 - Human Resources
 - Police-Community Relations
- Key Findings & Recommendations

The image shows the cover and table of contents of the 'Equity Audit' report. The cover has a white background with a large, stylized 'ACA' logo in red and black. The title 'Equity Audit' is in a small, dark font, with the date 'APRIL 11, 2022' below it. The table of contents is on the right side, listing the report's sections and their page numbers. The report is titled 'Equity Audit' and dated 'APRIL 11, 2022'. The table of contents includes sections such as 'EXECUTIVE SUMMARY', 'PROJECT BACKGROUND', 'EQUITY AUDIT OF HUMAN RESOURCES', and 'EQUITY AUDIT OF POLICE-COMMUNITY RELATIONS'.

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	1. PROJECT BACKGROUND.....6
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Role of DEI Office

****Initial emphasis on internal systems and culture****

- Lead the development and execution of DEI strategies, trainings, and metrics across all city departments
- Assess and analyze current city policies and procedures to eliminate bias and ensure equitable access to services
- Champion the importance of a diverse and inclusive culture
- Build partnerships with community organizations and stakeholders
- DEI Office "Myths":
 - ✗ Is an extension of Human Resources
 - ✗ Provides mediation services
 - ✗ Handles discrimination complaints
 - ✗ Provides direct service to community

Principles Guiding Our Approach

- All City of Battle Creek employees have an opportunity to contribute and benefit
- Welcome diversity of thought and experiences
- Cultivate collaboration
- Clarity and transparency to build trust
- Grace to learn and grow
- Balance long-term commitment to change with a sense of urgency
- Embracing change management

Critical Elements

for impact

Why

Know our "WHY"



Resources

Adequate & sustainable funding, time, and staffing

Commitment

Commitment to do the work at all levels of city government



Policies & Practices

Focus on systems, not individuals

Data / Metrics

Data-driven strategies



Communication

Transparency and communication feedback loop

Accountability

Build governance framework for accountability

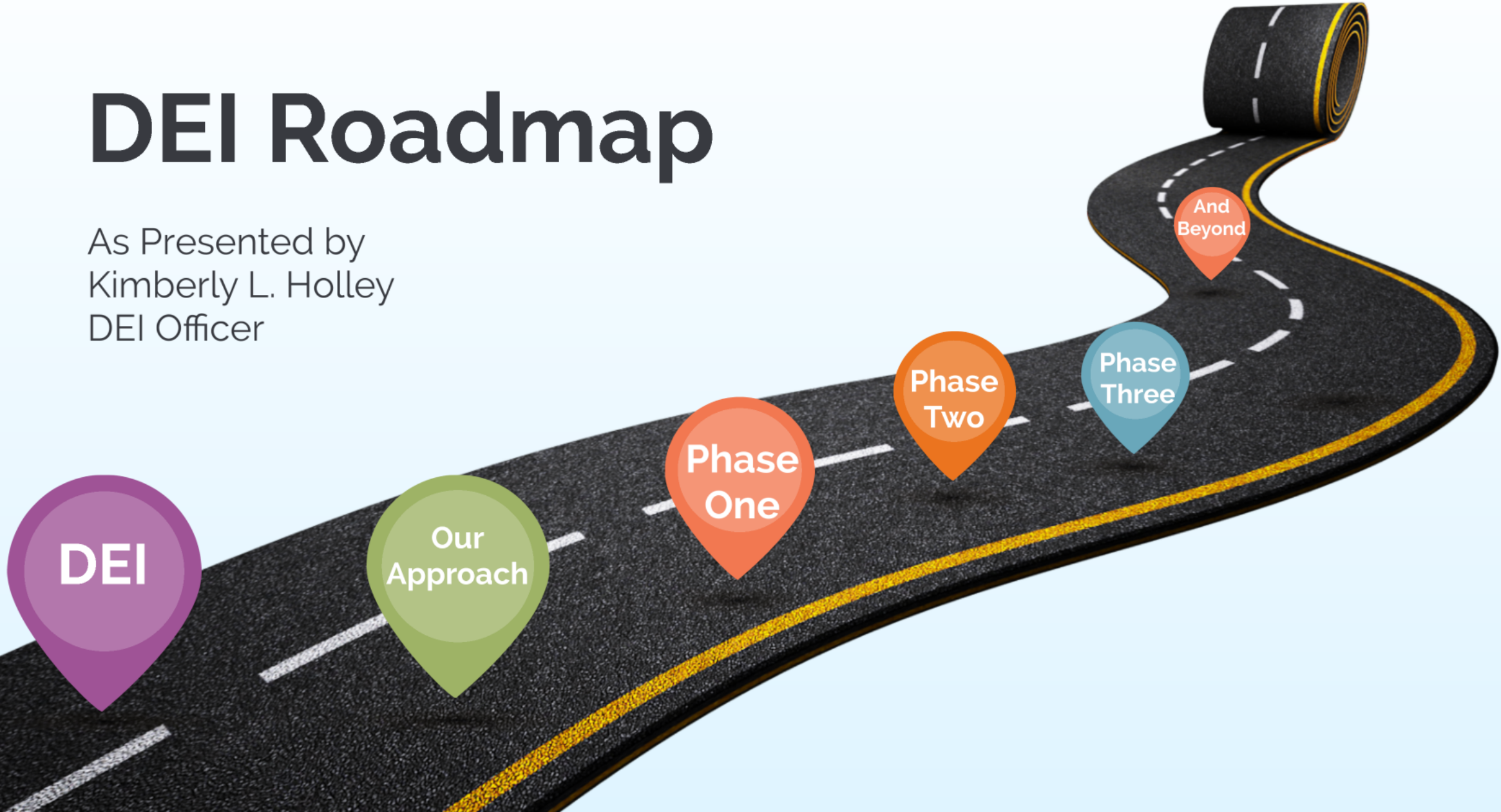


Affirmation

Celebrate wins

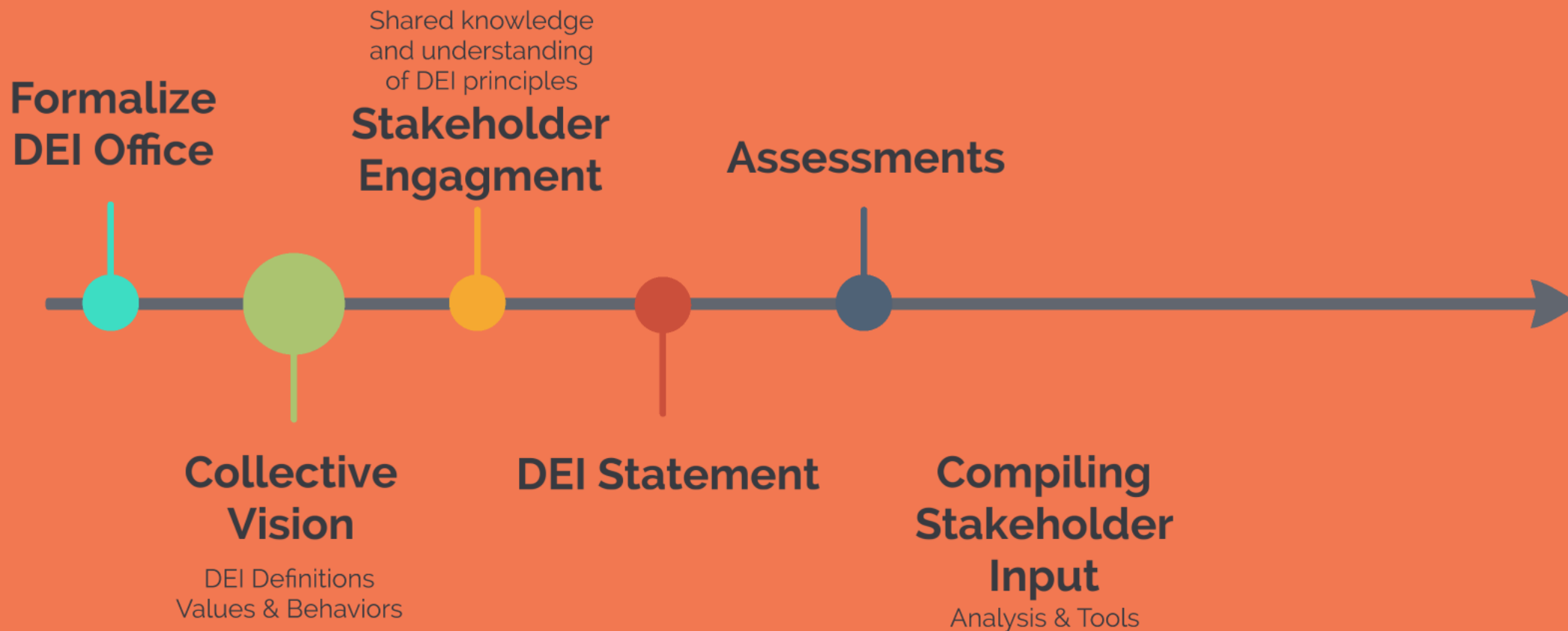
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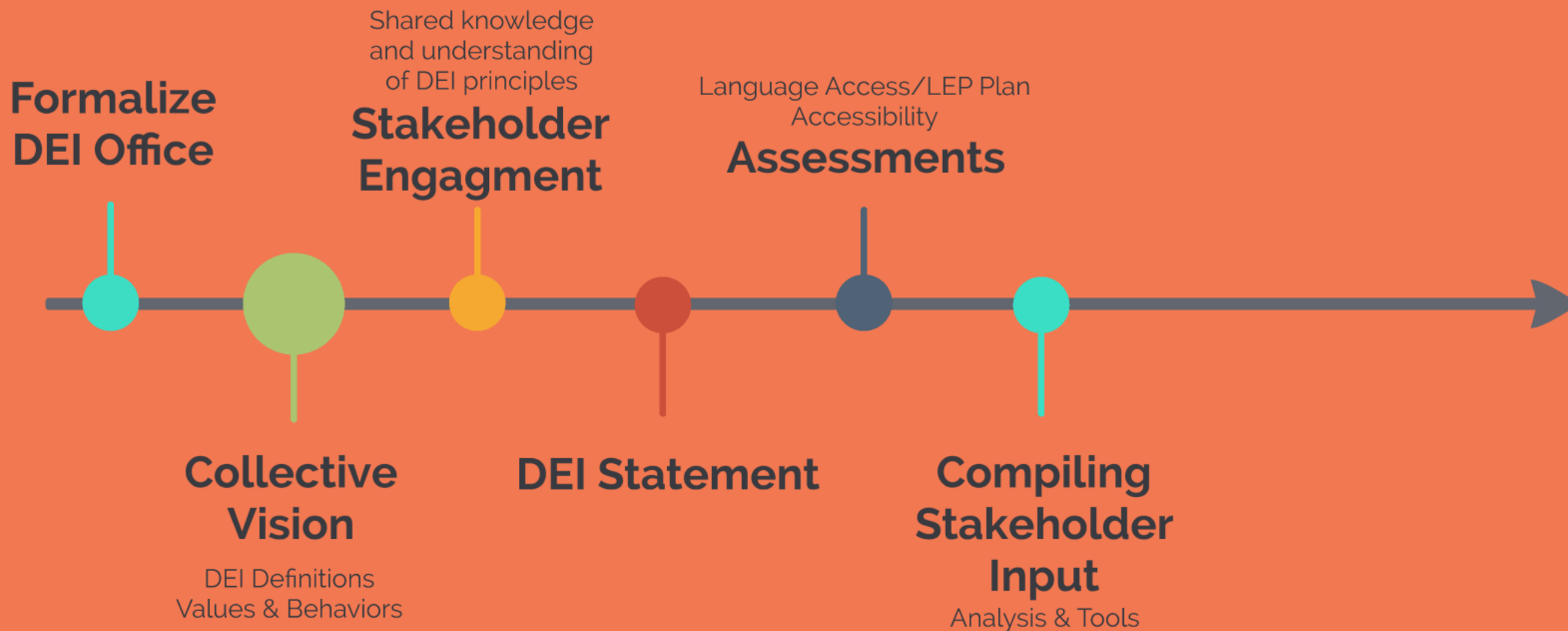
Phase One: Laying the Foundation

January - October 2023



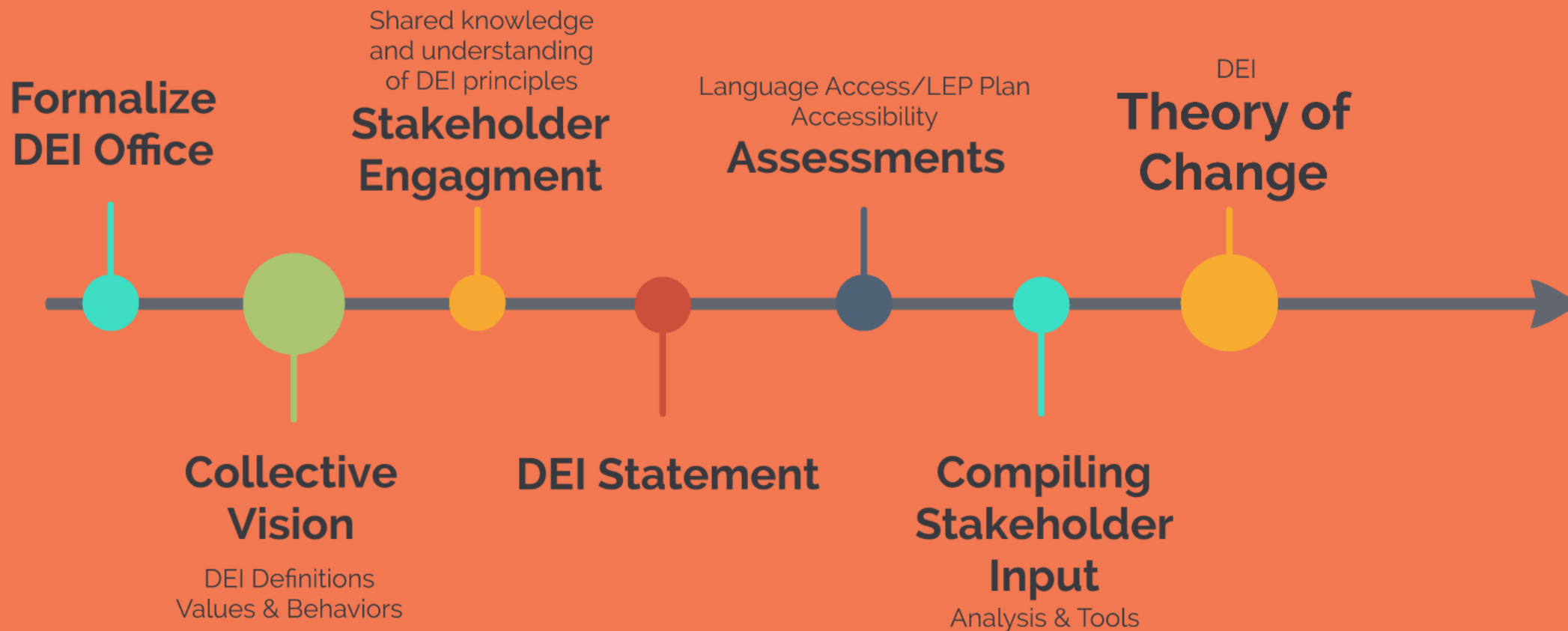
Phase One: Laying the Foundation

January - October 2023



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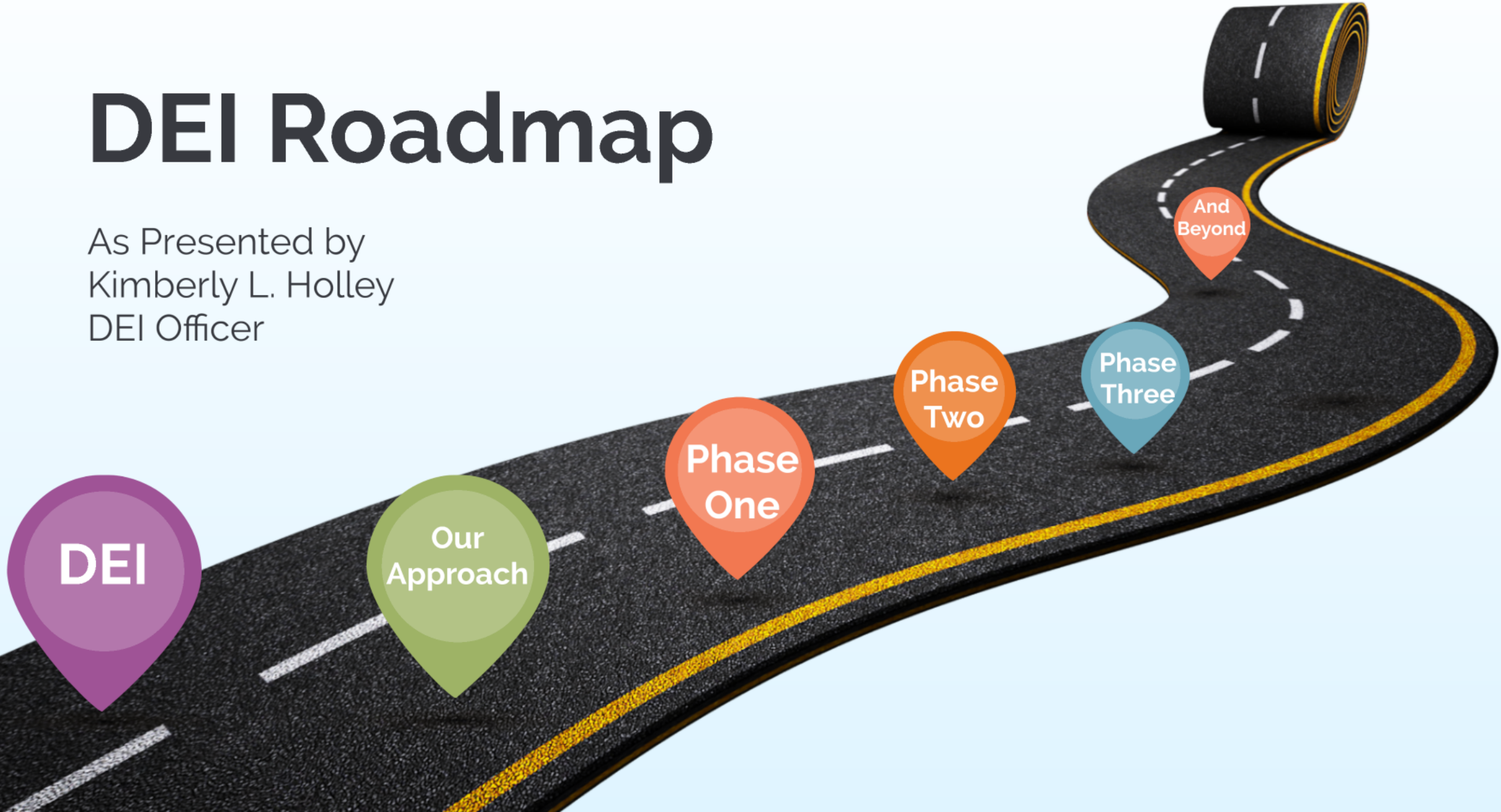


DEI

Theory of Change

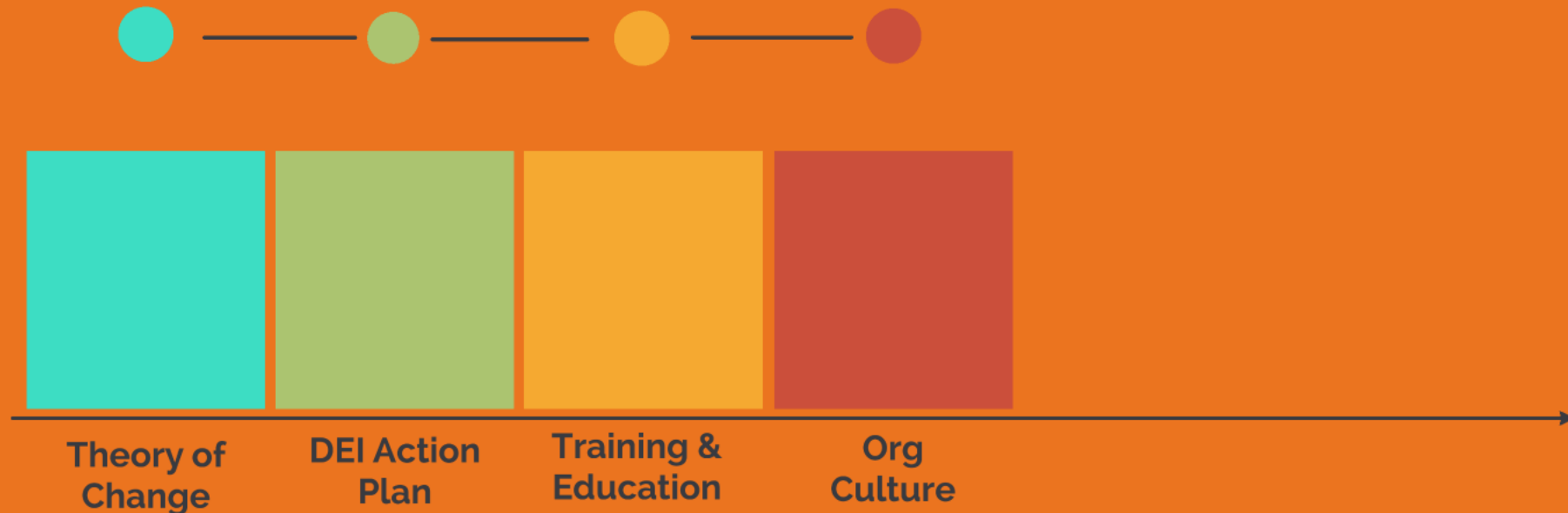
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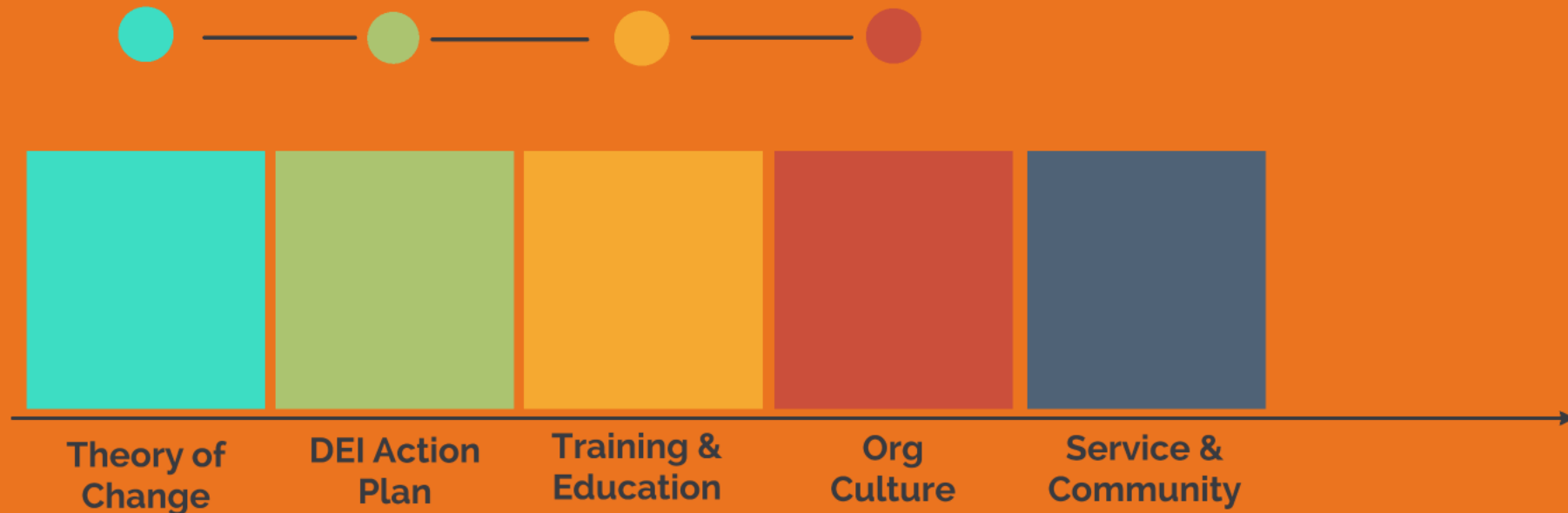
Phase Two: Foundational DEI

2023-2024



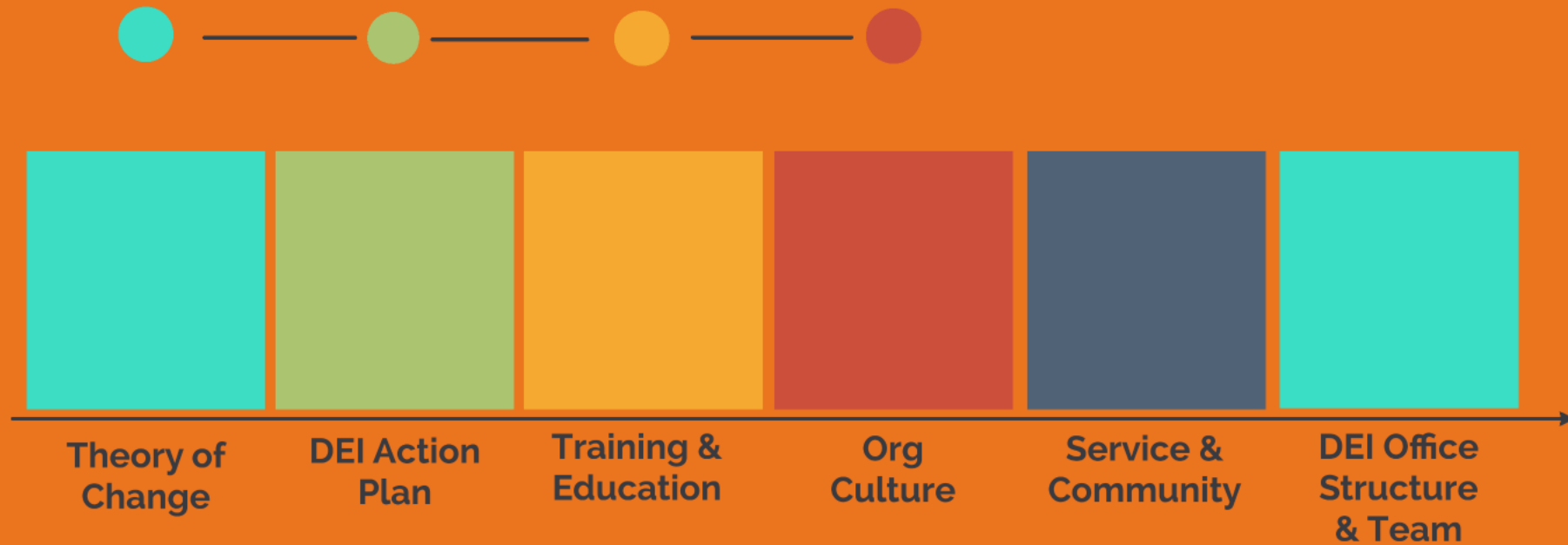
Phase Two: Foundational DEI

2023-2024



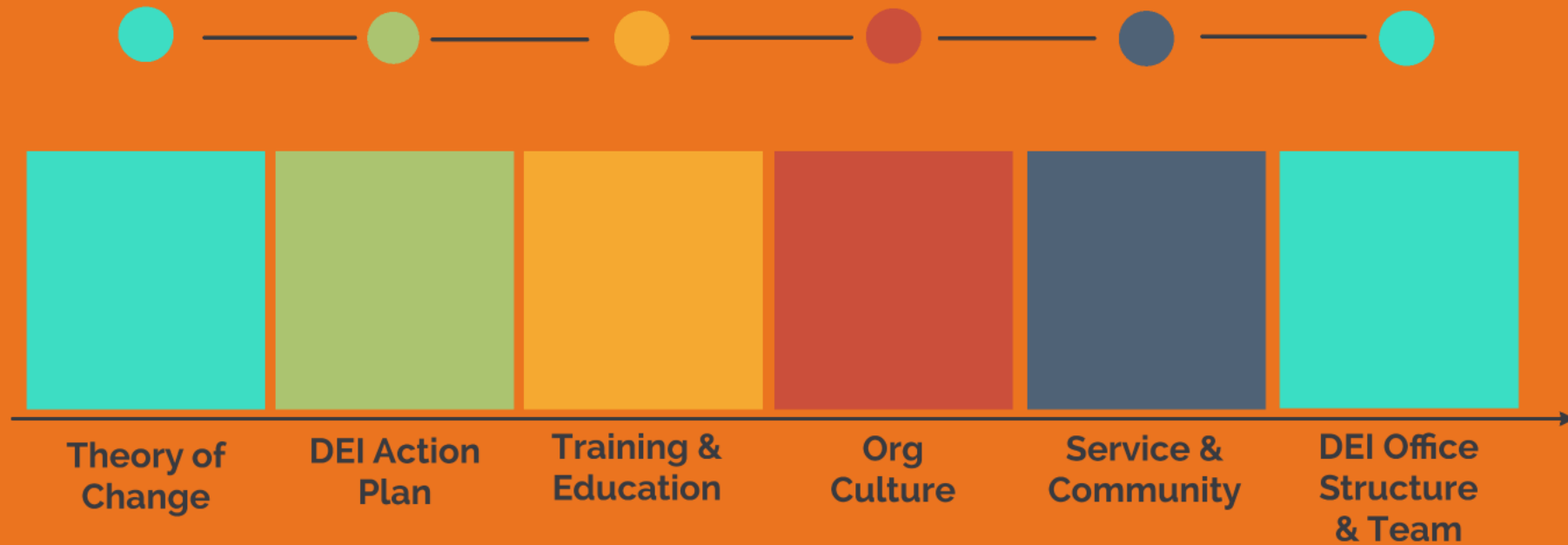
Phase Two: Foundational DEI

2023-2024



Phase Two: Foundational DEI

2023-2024



Foundational DEI

Learning & Execution

DEI Action Plan

Priorities

Strategies

Objectives

Performance
Indicators

Training & Education

Competencies

Practices & Policies

Metrics

Training & Career
Pathways

Org Culture

Psychological Safety

Learning & Reflection

Communication

Inclusion

Services & Community

Language Access

Accessibility

Engagement

Partnerships

DEI Office

Resources

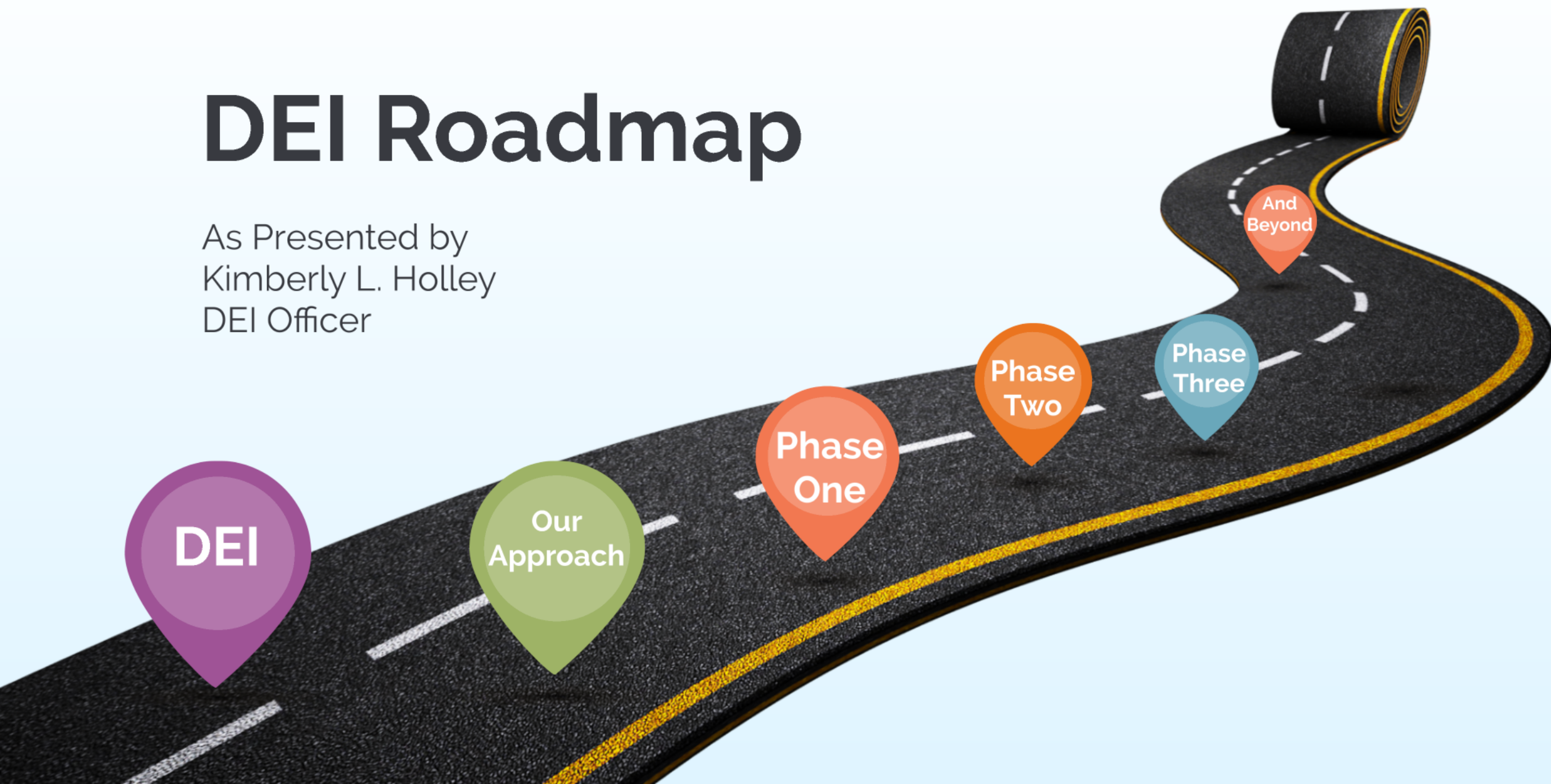
Structure

Staffing

Consultants

DEI Roadmap

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Phase Three: Operational DEI

2024-2025

Departmental
DEI Goals

Performance
Reviews

Stakeholder
Engagement

Community
Partnerships

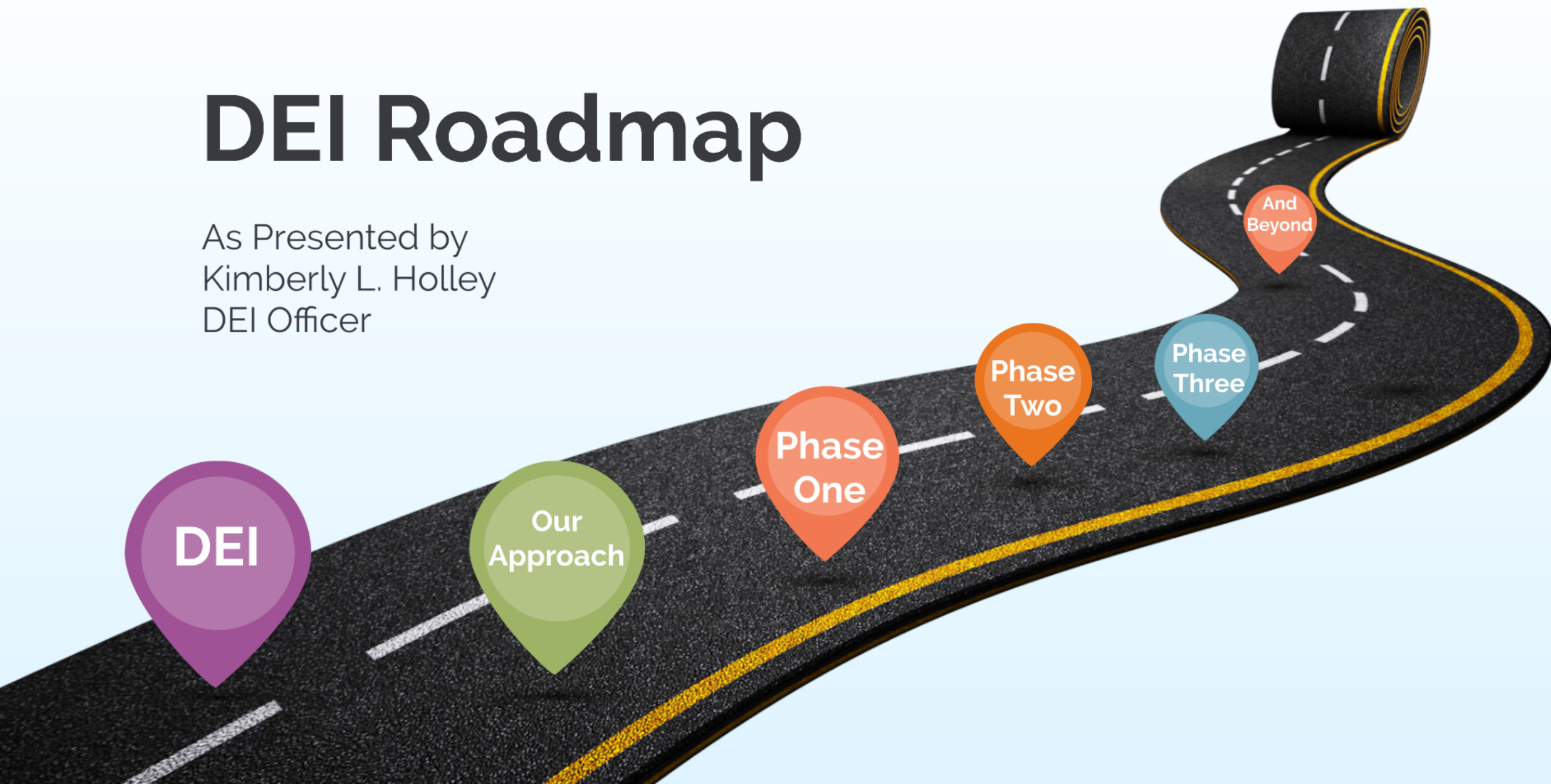
Accountability

Evaluation

Annual Report

DEI Roadmap

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Kimberly L. Holley
DEI Officer



Battle Creek's Historical DNA



Contact Information:



klholley@battlecreekmi.gov



battlecreekmi.gov/809



**+1-269-966-3355,
ext. 1207**

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Kimberly L. Holley
DEI Officer

