Application of DEI in Municipal Government

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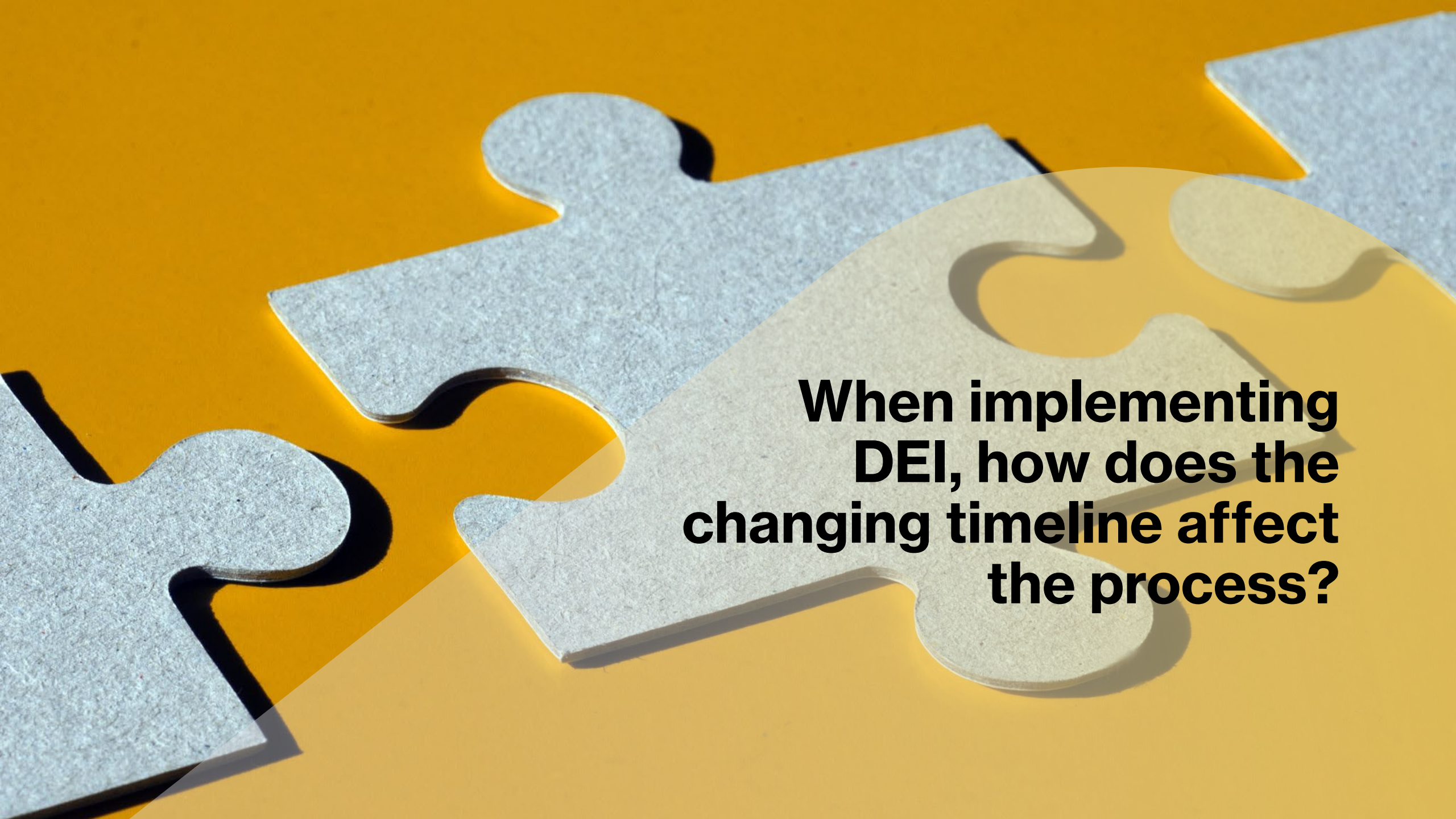


Context

- Morehead Cain Scholarship at the University of Chapel Hill
  - Civic Collaboration Summer
- Stationed in Lexington, KY in small group
- Lexington’s Office of Equity

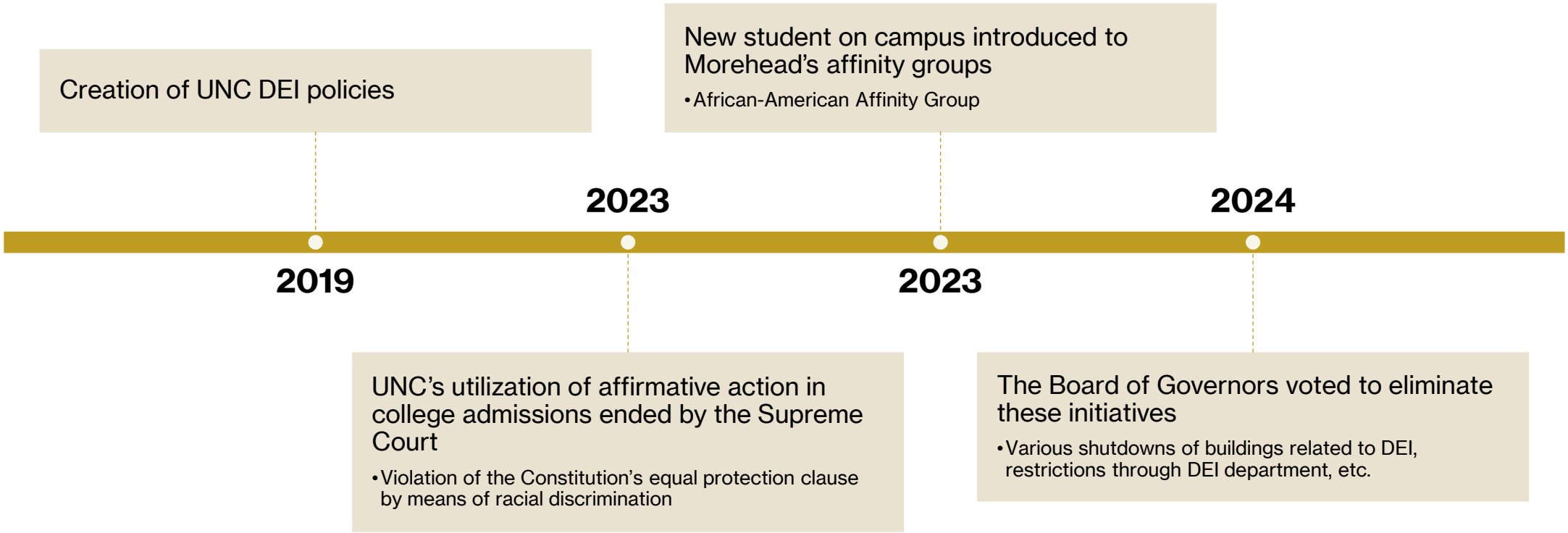
Goal

- Create a deliverable that includes recommendations relating to improvements in 5 main areas of diversity, equity, and inclusion in the community:
    - Health Disparities
    - Affordable Housing
    - Education
    - Arts and Tourism
    - Police and Law

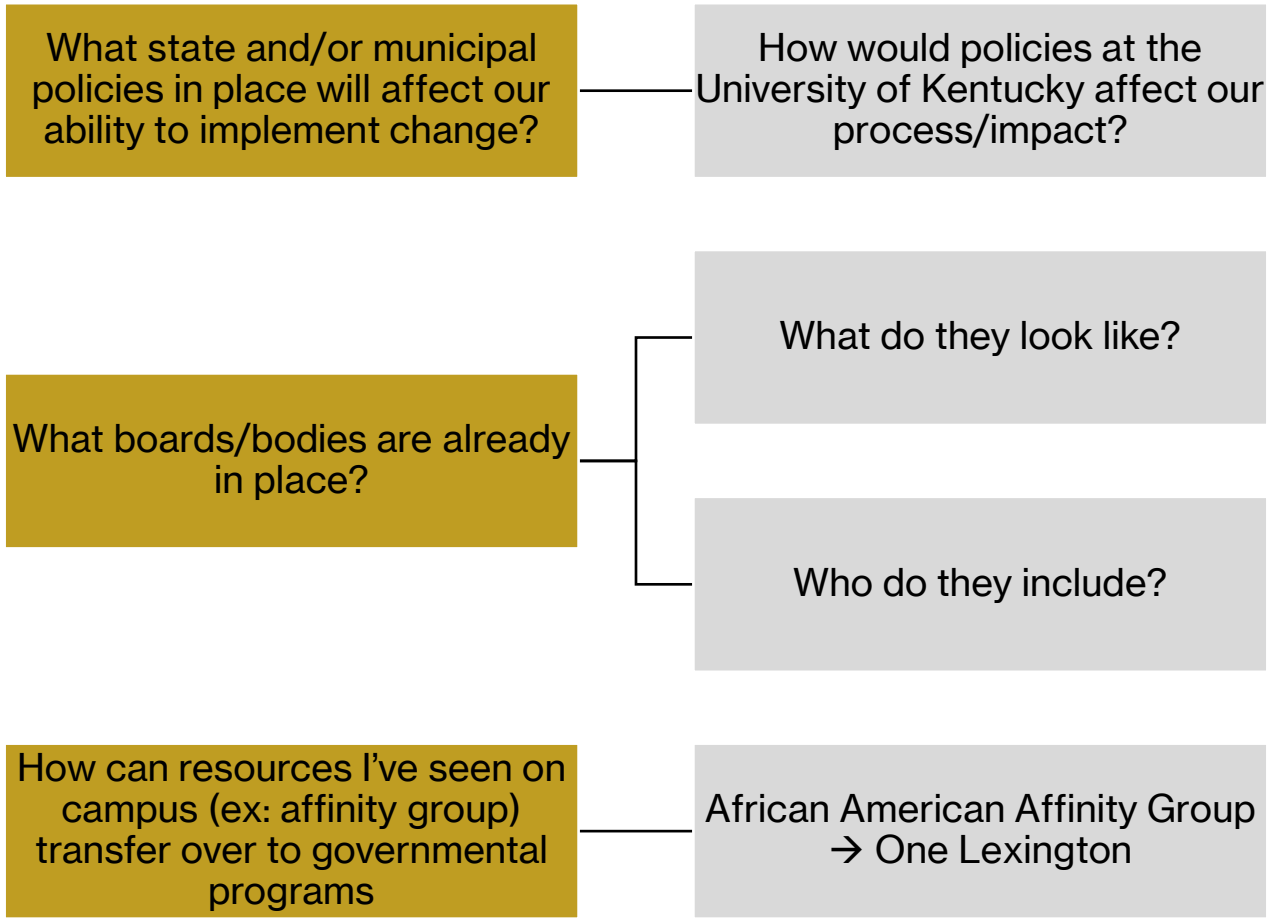


When implementing DEI, how does the changing timeline affect the process?

Personal DEI Timeline



Ideas Considered When Implementing Project



Method



Interview community members and stakeholders in the area

- Role in the community
- Ways in which they've seen a need for DEI change/legislation in their field



Collect and analyze data in a holistic manner

- Recognize common themes and trends



Organize data into five main areas to create our 50-page report

Health Disparities

Lack of Assessment Survey for Racial Gaps in Healthcare

- Assessments through hospitals and their patients
  - **Community Health Needs Assessment**

Food Security

- Mobile market
  - **Collaboration w/ Office of Planning to incentivize the development of grocery stores in under-resourced areas**

Access of Healthcare

- UK healthcare expansion of primary care services
- Pediatric mobile health clinics
- Uber Health
  - **Advertise community resources already available**
  - **Expand mobile health clinics to all ages in low-income areas**

Health Disparities

Mental Health

- Mental health crisis response team
  - **Adding mental health services to the mobile clinic**
  - **New mental health clinics funded by local nonprofit and/or UK**
  - **Government program similar to One Lexington**

Primary Care Services

- UK healthcare expansion of primary care services
- Wheels Paratransit
  - **Incentivize movement of primary care physicians to Northern Lexington, especially evening shifts**
  - **Expanding LexTran**

Arts and Tourism

Inclusion of Black Historical Narratives

- Public library's Black jockey artwork
- Remodel of Lexington's local museum
- Protecting Hamlet settlements through Sense of Place Movement
  - **More historical plaques**
  - **Updating bourbon history to include black pioneers**
  - **Active outreach**

Resistance from Non-Marginalized Groups

- Underground Railroad Monument
  - **Organizing open conversations about holistic history through partnerships with forum organizations**
  - **Explaining the economic advantages of holistic history**

Impact



KENTUCKY



How can we continue to apply DEI despite the changing timeline?

Lessons Learned



- Addressing the delicacy of phrasing DEI
  - Understanding and recognizing the importance of access within DEI
- Advocacy for more comprehensive DEI policy
- Emphasizing the intersectionality of DEI issues
- Continuing the trend towards prioritizing inclusivity in leadership


Questions?