Manager's Report

March 9, 2021

THE CITY OF ASHEVILLE



Presentation Overview

- Employee Recognitions and New Employee Welcome
- Report on Equity and Inclusion Assessment

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Employee Recognitions

- APD received a call about a possible suicidal subject on a bridge above I-40.
- **A City of Asheville Water Department employee, Anthony "Buzz" Brown,** who was driving by and noticed the man on the bridge stopped to help.
- Anthony got the man away from the bridge and to the back of his car and was talking to him before APD arrived on scene.
- APD was able to take the man to the hospital to provide medical support services.

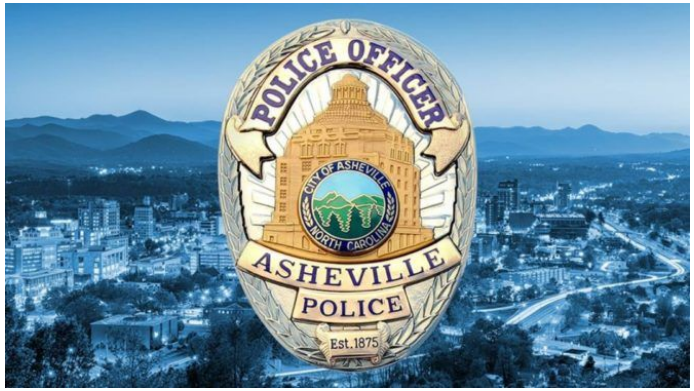
"Anthony tried to leave and not make a big deal of this, but I had to get his name because I am confident without Anthony stopping and talking with the man, he may have possibly jumped before Officers arrived on scene. Anthony very well saved a life today, and should be recognized for his actions."

- *Officer Vincent Garetto*

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Employee Recognitions

- APD Officers responded to a gun discharge off Sand Hill Road in West Asheville.
- The APD Crisis Negotiation Team attempted contact with the man for almost 7 hours. Once contact was made, the man came out of the house by himself.
- No one was injured during this incident. In any incident it is APD's goal - to ensure that everyone involved (victims, suspect, police officers, bystanders) are all safe and uninjured.
- The response required a substantial amount of police resources - Patrol Officers, Emergency Response Team, Crisis Negotiation Team, Public Information Officer, Patrol Officer, Patrol Captain, Detectives, Criminal Investigations Captain



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Employee Recognitions

Welcome Back Engine 11 Crew!

- Captain Angie Bell
- Engineer Ricky Hesson
- Senior Firefighter Lane Thomas
- Senior Firefighter Jonathon Heffelfinger



After accident in January, all crew members are back to work.

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New Employee Welcome



Jeremy Lett steps into new role as Asheville Neighborhood Services Specialist





Office of Data and Performance staff members, Cameron Henshaw and Natalie Bailey.

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Equity and Inclusion Assessment

March 9, 2021

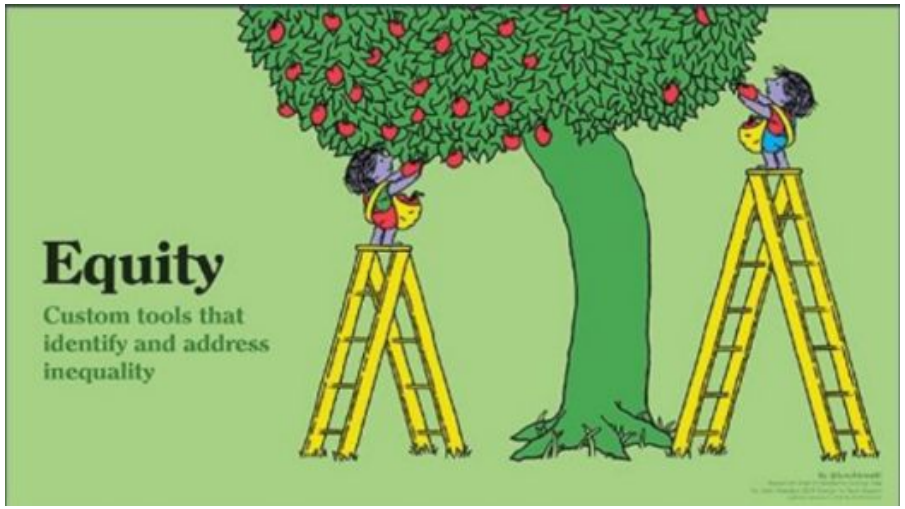
Patricia Rosenberg
Internal Auditor

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Key Takeaways

- A great deal of equity and inclusion work across departments
- Equity and inclusion goal-setting has been a collaborative effort that has included all City departments
  - Equity Core Teams
- The City has tools that are effective in incorporating equity into decision making
- Continue building capacity through training and practice



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Presentation Overview

- Review Equity Assessment Process and Background

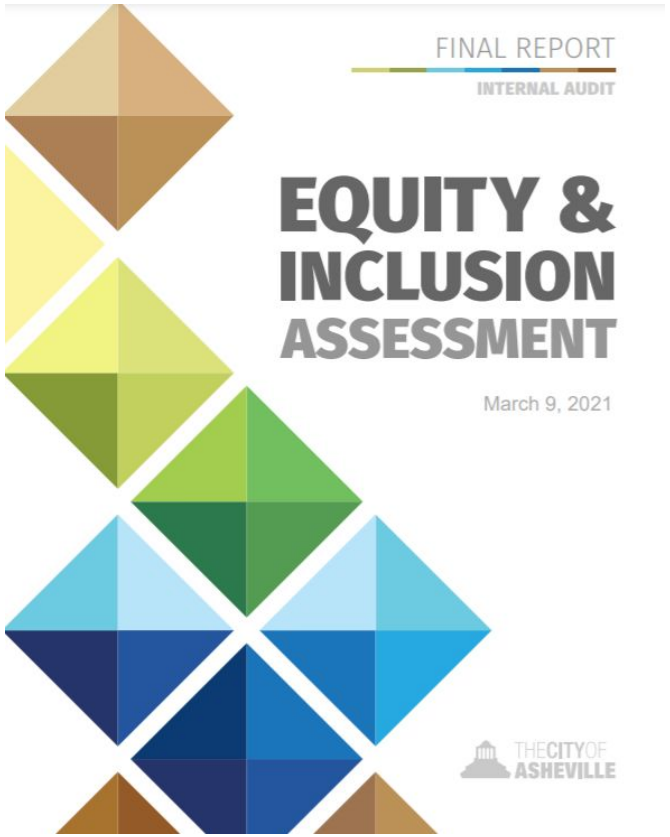
- Internal assessment on progress of equity and inclusion initiatives
  - Inform internal and external stakeholders

- Identify areas for improvement and give recommendations for next steps

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Equity Assessment Process

- Identified why this assessment is necessary
- In-depth interviews with Office of Equity and Inclusion employees
- 42 city employees were interviewed about equity initiatives
- Collected and analyzed data and information
- Close review of the Equity Action Plan to determine how department equity initiatives align with the Action Plan goals



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Background

- Creation of Office of Equity and Inclusion began in 2016 with City Council's Vision 2036
- July 2017: Equity and Inclusion Manager is hired, and the Council appoints members to Blue Ribbon Committee
  - BRC recommends expansion of Office of Equity and Inclusion
- First key initiative was to assemble a team of employees to map out a plan for the City's initiatives in advancing equity and inclusion
  - Became the Equity Action Plan, which is the guiding document for the Office of Equity and Inclusion

Equity Action Plan Highlights

Workforce equity improved; eliminate racial disparities in hiring and promotions; improve retention rates

- Employee recruitment efforts
- Implicit bias training for hiring managers



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Equity Action Plan Highlights

Contracting and procurement equity improved; increase the <$30,000 contracting threshold opportunity for Black-owned businesses

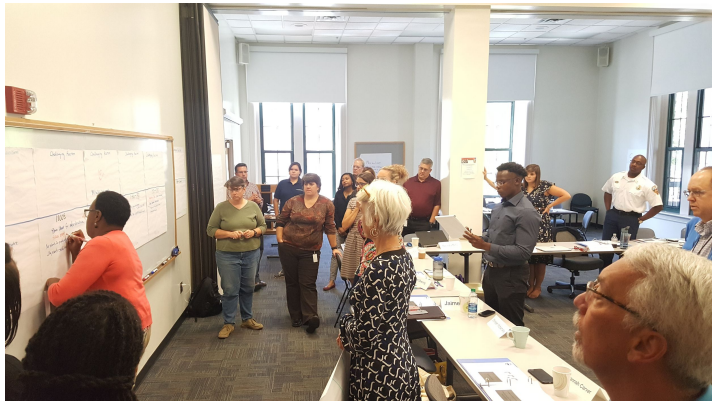
- Business Inclusion Policy
- Vendor Self-Service

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Equity Action Plan Highlights

Knowledge and tools used by City staff and Council to advance racial equity increases; capacity and infrastructure in place to implement Racial Equity Action Plan

- Training sessions
- Interdepartmental Teams



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Equity Action Plan Highlights

Equitable and inclusive outreach and public engagement are improved

- Accessibility to public meetings
- Boards and Commissions

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Equity Action Plan Highlights

Existing services are systematically reviewed and improved using racial equity best practices criteria

Government Alliance on Race and Equity (GARE) racial equity framework is being employed.

- Noise ordinance
- Parks and Recreation investments matrix
- GIS mapping of racial equity
  - Won the 2019 North Carolina G. Herbert Stout Award for Visionary Use of GIS

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Equity Action Plan Highlights

Race-based disparities in our community are decreased

- Disposition policy on affordable housing
- Safety and Justice Challenge
  - Buncombe County received $3.55 million in grants
- Racial healing mini-grants



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Recommendations

- Develop an updated Equity Action Plan
- Formally incorporate equity and inclusion in the entire budget process
- Conduct centralized, collaborative community outreach
- Build equity work into employee job responsibilities
- Include equity and inclusion in all departments' work plans



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Questions?

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