



Diversity, Equity & Inclusion

Kristin Edwards, MBA

City of Winder



A little bit about me

- Born and raised in the most diverse county in Georgia
- Diverse family
- Worked for one of most diverse cities in the South
- Currently working for a rural city wanting to attract a more diverse community



What is DE&I?

Diversity

Refers to all the similarities and differences that define us as human beings



Dimensions of Diversity

Age	Marital Status	Income Level	Culture	Disability	Education
Ethnicity	Gender identity	Parental status	Personality type	Race	Religion
	Sexual orientation	Language	Work experience	Work style	

A large, solid orange circle occupies the left side of the frame, partially cut off by the edge.

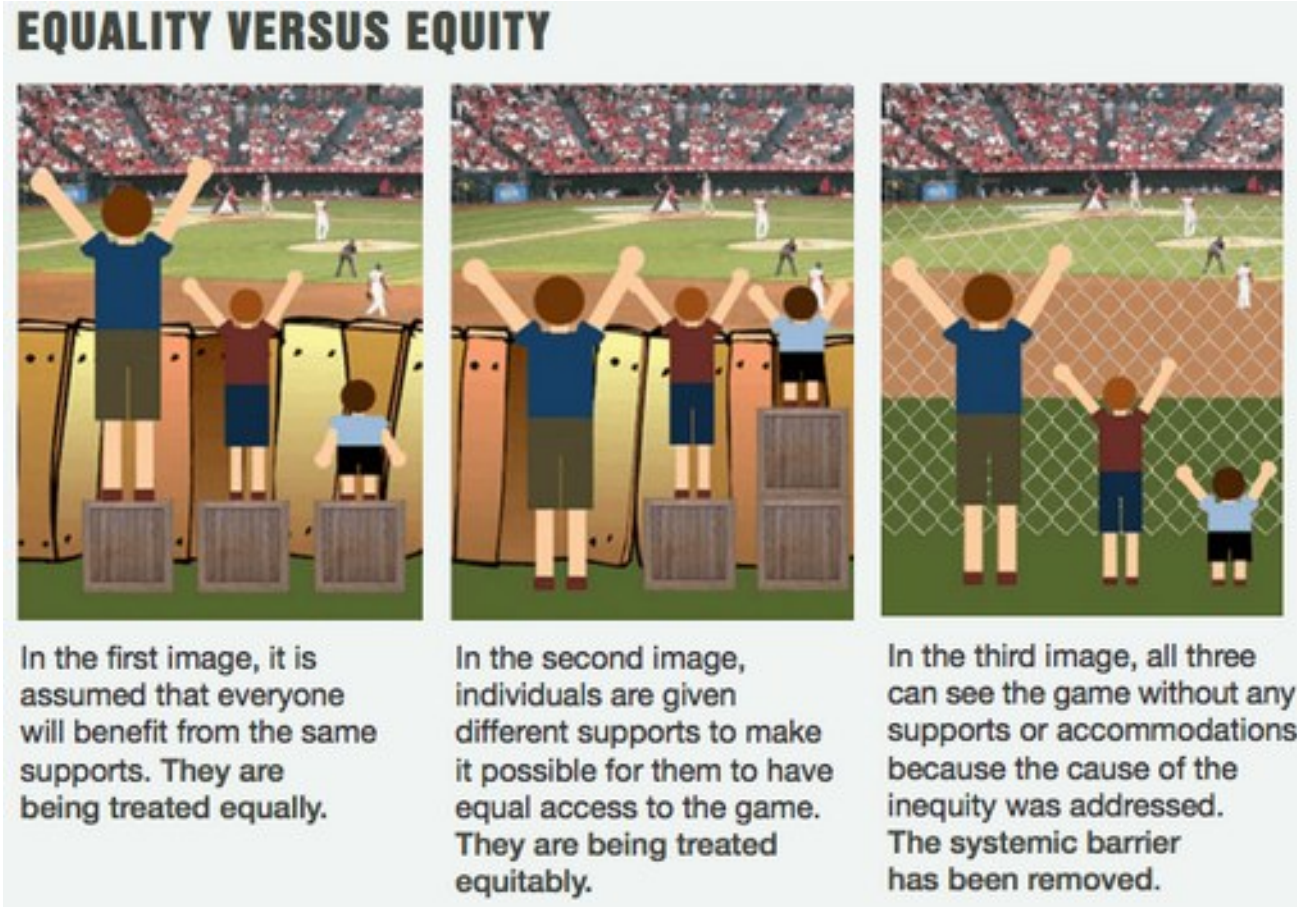
Equity

The quality of being fair and impartial



Equity vs. Equality

EQUALITY VERSUS EQUITY



The illustration is divided into three panels. Each panel shows a baseball field with a crowd in the background and a chain-link fence in the foreground. Three people of different heights (tall, medium, and short) are positioned behind the fence, all with their arms raised in celebration. In the first panel, each person stands on a wooden crate of the same height to see over the fence. In the second panel, the crates are redistributed: the tallest person has no crate, the medium person has one, and the shortest person has two. In the third panel, the fence has been removed, and all three people can see the game without any assistance.

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

A large, solid orange circle occupies the left side of the frame, partially cut off by the edge.

Inclusion

**The climate we create to help organizations
and individuals benefit from diversity of
ideas, knowledge and experience**



Inclusion



A SENSE OF BELONGING



Feeling respected, valued and
seen for who we are as individuals



Why does DE&I Matter?

Everyone Will
Make Mistakes





Pride Pop Up

Spooktacular

A promotional poster for the 'Spooktacular' Halloween event in Winder, Georgia. The background features a grainy, high-contrast image of a person's face. At the top, the text 'IT'S COMING!' is written in large, bold, black letters with a distressed, splattered texture. Below this, the text 'CITY OF WINDER GA' is centered, with a small silhouette of a crow perched on the 'A'. The word 'SPOOKTACULAR' is prominently displayed in a large, green, blocky font with a distressed texture. Underneath, a dark purple horizontal bar contains the text 'HALLOWEEN 2022' in white, with a small orange pumpkin icon. The event details are listed in black text: 'Downtown Winder', 'Friday, 10.28.22 · 5-9pm'. A bulleted list of activities includes 'TRICK-OR-TREATING', 'FOOD TRUCKS', and 'CARNIVAL RIDES'. At the bottom, a black hand silhouette points towards the website address 'CITYOFWINDER.COM/SPOOKTACULAR-EVENT' in bold black text.

IT'S COMING!

CITY OF WINDER GA

SPOOKTACULAR

HALLOWEEN 2022

Downtown Winder
Friday, 10.28.22 · 5-9pm

- TRICK-OR-TREATING
- FOOD TRUCKS
- CARNIVAL RIDES

CITYOFWINDER.COM/SPOOKTACULAR-EVENT



Electric Avenue Concert



Can you avoid making
offensive mistakes?



INTENTIONAL



COMMITTEES

DE&I
Should Not
Be

Trendy

Compliance Requirement

Temporary Initiative

Reactive

DE&I Should be



A MINDSET



LONG TERM
INVESTMENT



A MANAGED PROCESS

Ways to make your events more inclusive

- Music
 - Switch up the genres
- Vendors
 - Different price ranges
 - Different cuisines
- Trigger Warnings
 - Strobe lights, loud sounds
- Accessibility
 - ADA compliant restrooms
 - Additional handicap parking



Ways to make your events more inclusive



Pursue positive partnerships



Create a code of conduct



**Multiple Forms
of Communication**



Group Activity



Questions?