

CoC DEI Advisory Board

Mission and Vision Statement

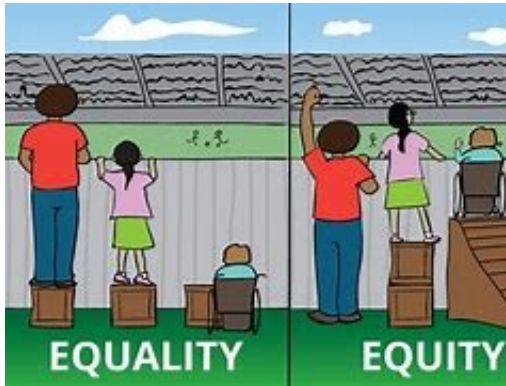
Mission Statement:

The mission of the CoC DEI Advisory Board is to work with the CoC Board of Commissioners, and other city boards and staff, to create an environment where all people can find representation and solidarity in community policies, programs, and initiatives.

Vision Statement:

We envision a community where diversity, equity and inclusion are:

- Recognized as shared values and incorporated into event programming, resource allocation, and the development of all policies and practices.
- Tools for recruitment, retention, and support for diversity in all branches of city municipalities.
- Pillars for collaboration with community leadership to address local interests and needs.



City of Creedmoor
Diversity, Equity & Inclusion Advisory Board
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Creedmoor
NORTH CAROLINA

Diversity, Equity and Inclusion (DEI)

Advisory Board

"Helping Build An Inclusive Community"

City of Creedmoor's DEI vision is to be a public-service organization inspired and driven by a diverse and thriving workforce and community. Our mission is to be intentional in creating an inclusive culture that embraces diversity in order to support a workplace and community that thrives.



Why a DEI Advisory Board?

The City of Creedmoor is committed to promoting diversity, equity, and inclusion in the Creedmoor community, on the City staff, and on appointed boards and committees.

On June 2, 2020 the City of Creedmoor (CoC) Board of Commissioners (BoC) adopted Resolution 2020-R-07 which stated that the CoC BoC *believes that all citizens come from a common human thread as a single human race* and called on all citizens of the United States to recognize the value of all human life. That resolution led to the creation of a Diversity and Inclusion (D&I) Plan. On October 6, 2020 the CoC BoC adopted a **Diversity and Inclusion Plan** for the City of Creedmoor with the stated goal of the City of Creedmoor's Leadership Team (including Mayor, Board of Board of Commissioners and City Department Directors) to *demonstrate the core community values of diversity equity, and inclusion in the workplace.*

The City of Creedmoor's D&I Plan recognizes the importance of involving historically marginalized groups already present in our community, and committing to *making Creedmoor a place that welcomes those of all* races, religions, socio-economic backgrounds, disabilities, gender identities, places of birth, marital status, age and other ideologies.

Creating the DEI Advisory Board

North Carolina General Statute 160A-492 authorizes municipal governments for **human relations and community action programs** and authorizes the governing board to allocate municipal personnel to carrying out the functions and initiatives of Advisory Boards appointed for these purposes;

North Carolina General Statute 160A-492 **defines human relations and community action programs** as:

- (i) the study of problems in the area of human relations,
- (ii) the promotion of equality of opportunity for all citizens,
- (iii) the promotion of understanding, respect and goodwill among all citizens,
- (iv) the provision of channels of communication among the races,
- (v) dispute resolution,
- (vi) encouraging the employment of qualified people without regard to race, and/or
- (vii) encouraging youth to become better trained and qualified for employment.

On June 1, 2020 the City of Creedmoor Board of Commissioners passed a resolution establishing the Creedmoor Diversity, Equity, and Inclusion (DEI) Advisory Board. The DEI Advisory Board is

to **advise and serve** as a resource to the City Manager and Creedmoor Board of Commissioners on advancing the principals of *diversity, inclusion, and equity* in the City of Creedmoor and make recommendations to the City Manager and the CoC BoC on *how the City of Creedmoor can better inclusively serve all citizens.*

What is DEI?

DEI stands for *Diversity, Equity* and *Inclusion*. Diversity is the **presence of differences** within a given setting. Equity is the process of *ensuring that processes and programs are impartial, fair and provide equal possible outcomes* for every individual. Inclusion is the practice of **ensuring that people feel a sense of belonging.**

DEI is a term used to describe policies and programs that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations. This also covers people with diverse backgrounds, experiences, skills and expertise.

Why are diversity, equity and inclusion important? Diversity, equity and inclusion matter because they **help build a fair society that allows all people to have equal opportunities.** DEI brings together people, perspectives and ideas to help create stronger bonds among individuals and stronger organizations.

