

Diversity, Equity, & Inclusion 3rd Quarter Newsletter



Winston-Salem
HUMAN RELATIONS/
DIVERSITY, EQUITY,
& INCLUSION

THE NATIONAL LEAGUE OF CITIES IS COLLABORATING WITH OUR CITY



The National League of Cities (NLC) is an advocacy organization in the United States that represents the country's 19,495 cities, towns, and villages along with 49 state municipal leagues. Since its creation in 1924, it has become a leading membership organization providing education, research, support, and advocacy to city leaders across our country.

The National League of Cities' Race, Equity, And Leadership (REAL) program is partnering

with the City of Winston-Salem Human Relation/D.E.I. Department as the City continues to further develop its Equity Core Team, City Equity Plan, and Employee Resource (Affinity) Groups. The REAL program was created to assist city government to "reimagine government policies, procedures, and processes to build more equitable communities."

As a result of this year-long partnership with the NLC, the City of Winston-Salem will be equipped with nationally-proven tools and institutional strategies to develop a more inclusive, equitable, and diverse workplace for all employees. The NLC will work directly with our Equity Core Team to train members in the areas that will benefit the DEI needs of individual departments, as well as the City organization-wide. This partnership uses the training model established by the Government Alliance on Racial Equity (GARE) national network, which is specifically designed for government employers.

NLC's services will continue into 2023, so stay tuned for more updates in the upcoming months.

FACTS ABOUT INCLUSION

- Discrimination against older employees can occur even when the victim and the person who inflicted the discrimination are both over 40 years old.
- Age discrimination can occur at all levels of employment, even when the victim is the supervisor of the person who inflicted the discrimination.
- Examples of age discrimination include the following:
 - Senior employees are excluded from out-of-work activities or social events.
 - Older employees are assumed not to understand technology.
 - Job descriptions ask for applicants who are "recent graduates" or "digital natives."

Sources: [EEOC](#) and [RetireGuide](#)



EQUITY CORE TEAM

The Human Relations/D.E.I. Department wanted to give city employees the chance to meet some of our Equity Core Team members and learn a little bit about why they chose to be part of the team and their experience with the City of Winston-Salem.



Jacqueline (Jacki) Phillips-Hayes
I.S. Project Coordinator

I have worked for local government for more than 15 years and for the City's I.S. Department for the past 3.5 years. I have a passion for project management and planning, with a strong desire to give back to the community and help others grow. While working at the City, I have managed various IS projects and worked with several departments to implement them. This role allows me to continuously work with new people/teams to improve the services provided by the City and support the its strategic initiatives.

Inherently, project managers are change agents. I joined the Equity Core Team because I want to be a part of the solution to systematic inequities and societal challenges. I hope to promote positive changes that foster a comfortable, inclusive environment where everyone has the opportunity to be successful. Serving on the Equity Core Team allows me to fulfill these desires and work with an amazing team who share these interests.



Jayme Waldeck Cranfill
Human Relations Outreach Analyst

My name is Jayme Waldeck Cranfill, and I am the Senior Outreach Analyst in the Human Relations/ Diversity, Equity and Inclusion Department. I have worked for the City of Winston-Salem since December of 2011, and I am looking forward to reaching my ten-year mark.

Throughout my time in the Human Relations/D.E.I. Department, I have loved working with the diverse community and being in a position to support the residents. My interest in the Equity Core Team is to build relationships within the organization, so we can help the City of Winston-Salem be a more equitable and inclusive organization. As City staff, if we approach projects with a more equitable and inclusive view it will be beneficial for not only staff, but also the Winston-Salem community.

For a list of all members/representatives, please visit the [Equity Core Team webpage](#).

RELEVANT CITY POLICIES

[Code of Ordinances](#)
[Employee Handbook](#)
[Ethics Policy](#)

For a complete list of policies, visit the [Human Resources Policies and Procedures](#) page on the Employee Center.



Mayor Allen Joines; Denise D. Adams, Mayor Pro Tempore, North Ward; Kevin Mundy, Southwest Ward; Robert C. Clark, West Ward; John C. Larson, South Ward; Jeff MacIntosh, Northwest Ward; Barbara H. Burke, Northeast Ward; Annette Scippio, East Ward; James Taylor, Jr., Southeast Ward; City Manager: Lee D. Garrity

UPCOMING TRAININGS

Cultural Competency Trainings

Political Discrimination—September 28, 2022
Protected Hairstyles—October 26, 2022
Veteran Status—November 30, 2022

Useful Resources for the Upcoming Months

[DEI Equity Calendar](#)
[What is the CROWN Act?](#)
[Veterans in the Labor Force: 6 Stats](#)
[5 Examples of Verbal Harassment at Work](#)