

Equity and Inclusion for the City of Bethlehem

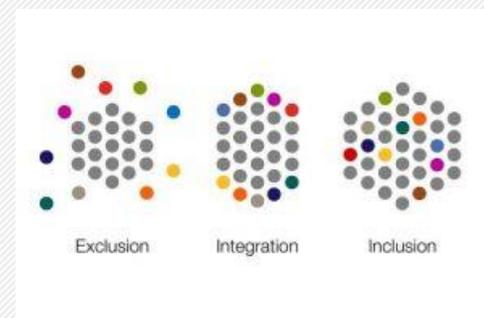
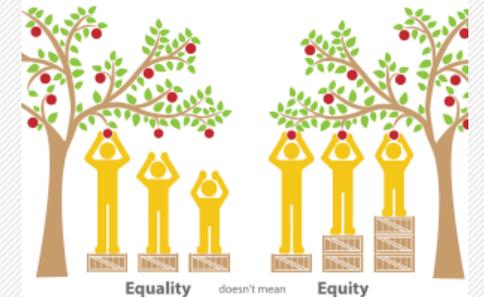
Presented by Janine Carambot Santoro
For the Bethlehem Morning Star Rotary Club



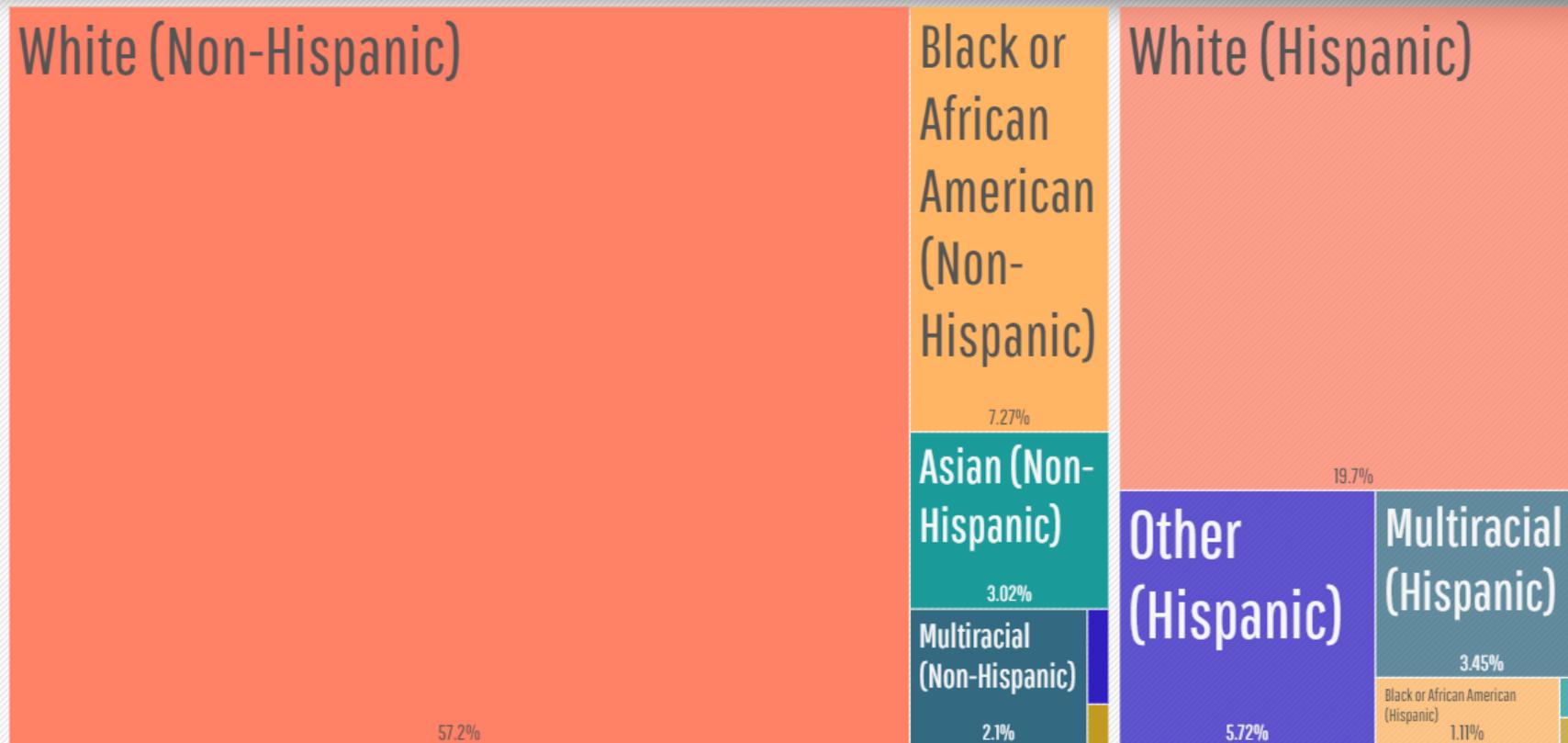
Defining Diversity, Equity, and Inclusion



- Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society.
- Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.
- Inclusion is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.



Why have a Director of Equity and Inclusion?



2013 2014 2015 2016 2017 2018 2019

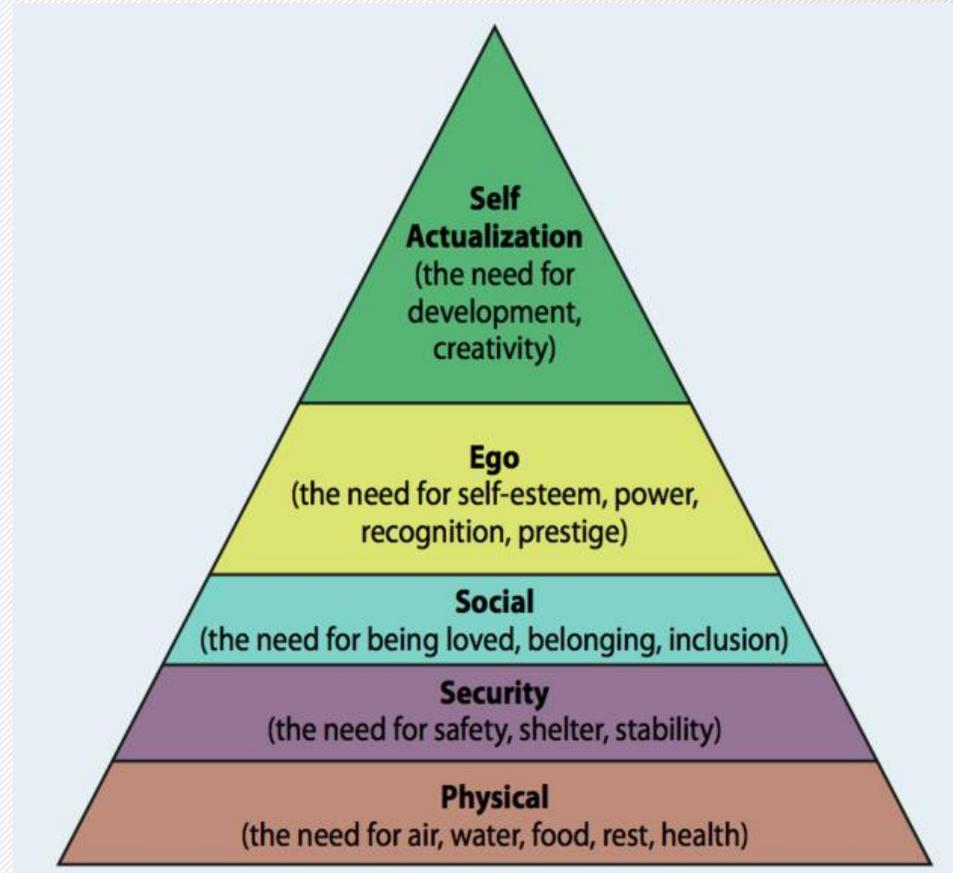
Why have a Director of Equity and Inclusion?



- 15.4% is in poverty (If a family's total income is less than the family's threshold than that family and every individual in it is considered to be living in poverty.)
 - This is higher than the national average of 12.3%
 - Females, aged 18-24, are the highest demographic for poverty
- 9.9% of people have a disability under the age of 65
- 19.1% of households do not have a broadband internet subscription
- 25.1% of people speak a language other than English at home
- 7.15% of people are uninsured
- 50.7% own a home
 - Lower than the national average of 64.1%



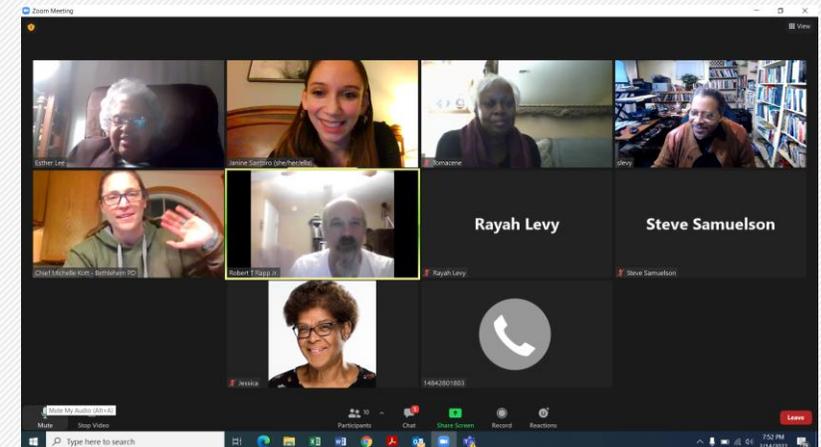
Asking: Is Bethlehem a place of belonging?



Director of Equity and Inclusion's role as a Community Liaison



- Collaboration with Community Partners
 - Community Action Development Corporation of Bethlehem: Northside 2027 and South Side's Tomorrow
 - NAACP Community Advisory Board (addresses food insecurity, homelessness, acts of racism, etc.)
 - Latino Advisory Council (informing body for Mayor's office)
 - Human Relations Commission
 - South Side Task Force
 - Community Forums
 - South Side Community Center
- Diversifying Authorities, Boards, and Commissions



Collaboration with Director of Mayor's Initiatives and Department Heads



- RFPs for Bethlehem Emergency Shelter (interviewing, selection, implementation)
- RFPs for Affordable Housing (interviewing, selection, implementation)
- American Rescue Plan funds community engagement
- Correspondence with our Sister Cities: Schwäbisch Gmünd, Germany, Corfu, Greece, Foiano di Val Fortore, Italy, Murska Sobota, Slovenia, and Tondabayashi, Japan
- Increasing communication with Hispanic constituents
- Event coordination (ie: Juneteenth flag raising, land acknowledgement, “unsung heroes” Hispanic Heritage Month celebration, etc.)
- Historical and Cultural Preservation
- Social Media Communications



Three Major Endeavors



Climate Action Plan

Climate and Environmental Justice Council:

- An informing body for the multiple work streams in the CAP
- Implementing it's own goals of 2022



City Equity Plan

A plan to insure the City is fair in giving access to our resources and improve outcomes

- Identifying gaps in access and injustices- Asking: Who is helped? Who is harmed? Who is missing?
- Creating a Department/Administration led plan to address inequities



City Broadband Plan

Acknowledging that internet is no longer a luxury, but a necessity:

- Completing a broadband study that will determine our regulations and parameters
- Implementing a plan to give internet access for all of Bethlehem's constituents



Questions?

