

## Position Paper

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**File #:** CD 23-007

**Agenda Date:** 7/10/2023

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**Title For Agenda Item:**

Cumberland County Diversity Equity and Inclusion Strategic Plan

**Recommended Action:**

Informational Report-No Action

**Background and Purpose of Request:**

The SLFRF program has provided Cumberland County with an opportunity to gain a better understanding of the Government's role in contributing to racial inequity, and our responsibility to advance racial equity. Cumberland County acknowledges that we must develop a shared racial equity analysis with our sub- awardees. The County also looks to gain an increased understanding of how the public sector can advance racial equity.

To ensure all residents of Cumberland County have what they need to achieve their fullest potential including employment opportunities, Cumberland County Leadership must take action to integrate diversity, equity, and inclusion into county operations.

As such, Cumberland County sought qualified diversity, equity, and inclusion ("DEI") consulting firms to assist the County in its efforts to advance racial equity. In December of 2022, Cumberland County contracted with OptiPlied, Inc. to create a Strategic Plan and thereby framework for advancing racial equity within our organization. Here with us today to present the plan our team members Doctor Keith Brooks and his collage Doctor Karen Dowling.

**Staff Contact:** [Sandra Warren, Compliance and Audit Manger]

**Presentation:** [Yes ] Cumberland County DEI Strategic Plan

**Fiscal Impact and Source:**

State and Local Fiscal Recovery (ARPA) funding has been used to support this plan and will likely be used for the onboard these efforts as well

**Effective Date if Applicable:**