









MECKLENBURG COUNTY EQUITY ACTION PLAN FY20 -22

EQUITY GOALS	EQUITY GOALS	STRATEGIES
	<p><u>GOAL 1: Infrastructure & Tools</u></p> <p>Mecklenburg County employees and residents have the understanding of and ability to advance equity.</p>	<p>Strategy A: Implement infrastructure for Mecklenburg County employees to understand and commit to advance racial equity within the County government.</p> <p>Strategy B: Develop skills for Mecklenburg County employees to understand and commit to advance racial equity within the County government.</p> <p>Strategy C: Build community partnerships and residents' understanding of racial equity.</p>
	<p><u>GOAL 2: Workforce Equity</u></p> <p>Mecklenburg County is a model employer advancing racial equity.</p>	<p>Strategy A: Evaluate the recruitment and hiring process using racial equity lens.</p> <p>Strategy B: Review and refine HR policies and procedures related to recruitment and hiring using racial equity tools.</p> <p>Strategy C: Increase employee awareness and development opportunities across all salary plans.</p>
	<p><u>GOAL 3: Inclusive Engagement</u></p> <p>Mecklenburg County residents are engaged in the community where they live, learn, work and recreate.</p>	<p>Strategy A: Ensure Board of County Commissioners engagement opportunities are accessible to all residents.</p> <p>Strategy B: Develop the Countywide Inclusive Outreach and Community Engagement Framework</p>
	<p><u>GOAL 4: Health Equity:</u></p> <p>All residents in Mecklenburg County are healthy.</p>	<p>Strategy A: All Residents receive effective, accessible and satisfactory health services at current and future CRC.</p> <p>Strategy B: Increase capacity of CRC staff to address services through an equity lens.</p>
	<p><u>Goal 5: Economic Opportunity</u></p> <p>Mecklenburg County's small businesses and non-profits share in the County's economic prosperity.</p>	<p>Strategy A: Increase Minority/Women-Owned/Small Business Enterprise and Nonprofit businesses participation with Mecklenburg County Government.</p> <p>Strategy B: Increase access to capital for small businesses owned by people of color.</p>
	<p><u>Goal 6: Criminal Justice</u></p> <p>All residents in Mecklenburg County live in a more just and equitable community.</p>	<p>Strategy A: Reduce racial disparities and disproportionality within the Criminal Justice System.</p>