

# City of Bastrop Diversity Equity & Inclusion Board

Assessing the Current State of  
Diversity, Equity, and Inclusion in the  
City of Bastrop



**"We will all profit from a more diverse,  
inclusive society, understanding,  
accommodating, even celebrating our  
differences, while pulling together for the  
common good."**

Supreme Court Justice  
RUTH BADER GINSBURG



# OVERVIEW

*The purpose of creating a Diversity, Equity, and Inclusion Advisory Board for the city is to provide a means to continuously assess the current state of diversity and inclusion in the City of Bastrop, thru partnerships with organizations in our community and engagement with residents to improve quality of life for all citizens.*

# PURPOSE STATEMENT

The Bastrop Diversity, Equity and Inclusion Advisory Board will serve as a community led initiative working together in partnership with the Bastrop City Council and the community, to identify areas of improvement in local government, and city services in areas where a lack of diversity, equity, and inclusion exist, to ensure equitable access and inclusion of opportunities, benefits, and resources are available to all City of Bastrop Residents to ensure the City of Bastrop is recognized as one that publicly acknowledges the importance of equality in our city, and strives to build communities that are free from all forms of discrimination included but not limited to race, gender, religion, age, gender identity or expression, and disability.



# MISSION STATEMENT

In acknowledging the history of discrimination and the impact of discriminatory belief systems that have negatively impacted upward mobility and equality for minorities in our nation, thereby creating a distrust of governmental agencies in minority communities; the mission of the Bastrop Diversity, Equity and Inclusion Board will serve as a bridge between the community and city government to identify areas where there is a noticeable lack of diversity, equity, and inclusion in city services and local government, and work to ensure long term equitable access and inclusion of opportunities, benefits, and resources for all City of Bastrop Residents.





01

## ROLE OF BOARD

Serve as an advisory board to the city and council to identify biases and barriers to diversity equity, and inclusion in our community; and make recommendations to ensure equitable access is available to all residents

02

## BOARD COMPOSITION

Members shall representative of the community included but not limited to race, gender, gender identity or expression, and disability. Appointed members must be registered voters and live inside the city limits or statutory ETJ, or provide a meaningful service to the city.

# DUTIES AND RESPONSIBILITIES

## EXAMINE

PRACTICE AND  
PROCEDURES TO  
IDENTIFY STRATEGIES  
TO MEET THE NEEDS OF  
ALL RESIDENTS



## REVIEW

AND RECOMMEND  
AMENDMENTS THAT  
INCORPORATE VALUES  
OF DIVERSITY, EQUITY,  
AND INCLUSION IN THE  
COMPREHENSIVE  
IMPROVEMENT PLAN



## CREATE

STRATEGIES TO  
DISTRIBUTE  
INFORMATION GO  
MINORITIES IN  
CULTURALLY  
APPROPRIATE WAYS



## RECOMMEND

AN ENGAGEMENT PLAN TO  
INCLUDE PLANNING OF  
COMMUNITY GATHERINGS,  
AND CULTURAL  
CELEBRATIONS IN  
PARTNERSHIP WITH  
COMMUNITY GROUPS AND  
ORGANIZATIONS





# GOALS OF THE BOARD

Create dialogue between local government, the city,  
and community

Create strategies for local government to better  
engage, celebrate, and promote the efforts of minority  
residents

Make recommendations to local government and  
community leaders on ways to improve disparities for  
minority residents

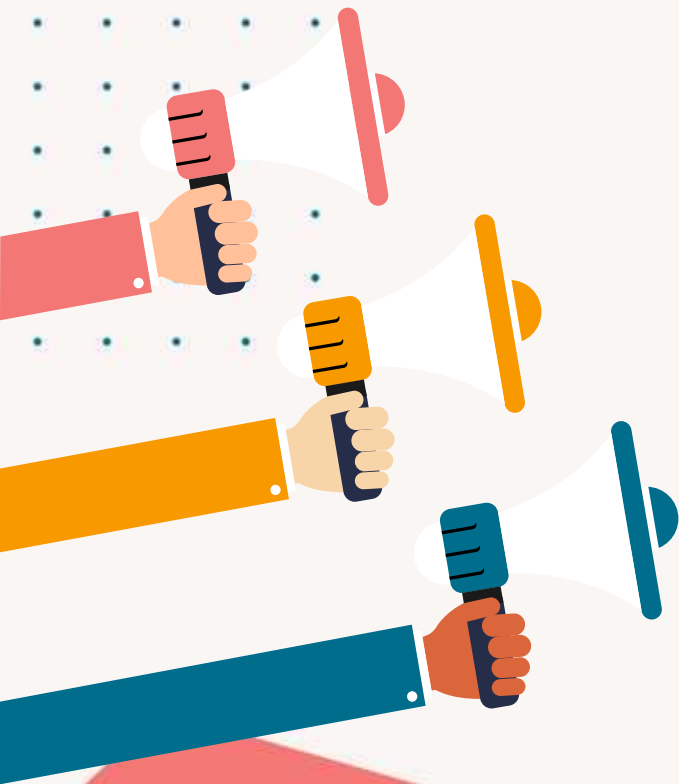




# GOALS OF THE BOARD

Strategize and make recommendations to improve marketing across all demographics

Build relationships and partnerships that support minority business, workforce development and multicultural events.



# GOALS OF THE BOARD

Break Silos

Encourage and Promote Minority Engagement

Support Positive Community Policing



# INITIAL BOARD MEMBERS

**Sheila Lowe**

**Sumai Lokumbe**

**Aimee Cook**


**Reverend Arthur Banks**

**Jennifer (Jennie) Olsen McEwan**

**Carly Bartee**

**Christopher Higgins**



The background of the slide features a light beige color with abstract geometric shapes. On the left, there is a large red hexagon and several dark teal diagonal lines. On the right, there is a grid of small yellow dots. The text is centered on a white rectangular area.

“I believe in active citizenship, for men and women equally, as a simple matter of right and justice. I believe we will have better government in all of our countries when men and women discuss public issues together and make their decisions on the basis of their different areas of experience and their common concern for the welfare of their families and their world”

**Former First Lady  
Eleanor Roosevelt**

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THANK YOU!

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