

OFFICE OF  
**DIVERSITY  
EQUITY &  
INCLUSION**  
CITY OF LITTLE ROCK



# ANNUAL **REPORT**

## 2022



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In its first full year, the City of Little Rock Office of Diversity, Equity, and Inclusion's programs reached more than 2,000 community members. Our team issued a record number of Municipal IDs, launched two new programs, and published a community report. But that's not all. Read on to learn about how we lived out our values through service to our residents and colleagues this year.

Plus, see what we have planned for 2023.

## We recognize the value in community members' lived experiences.

We hosted **3 Latine community meetings**. These meetings provide opportunities for Spanish-speaking community members to share their needs and learn about existing City programs and initiatives, including the Community School collaboration with the Little Rock School District and youth sports programs.





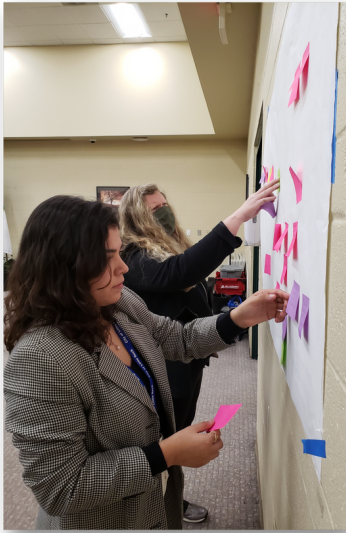
We facilitated **Targeted Community Development Task Force** meetings, supported its members in surveying residents in underserved neighborhoods, and assisted them in developing and presenting their recommendations to the City Board of Directors.



We supported the Racial and Cultural Diversity Commission in hosting **2 community dialogues around public safety.**



We completed **Equity Labs**, a tour of all 7 Little Rock wards that garnered the participation of 80 community members who worked together to identify the most pressing issues in our city and offer up solutions. We are grateful for the 17 volunteers from 14 public and private collaborator organizations whose time and talents made this program possible.



**We know that opportunity starts with access.**



Equity Labs participants told us affordable housing was a top concern, so this year we collaborated with our Housing and Neighborhood Programs Department to offer **2 affordable housing seminars** for residents to connect with realtors, home loan professionals, and learn about the City's homebuyer's assistance programs. Both programs were accessible to Spanish speakers, and approximately 80 residents attended.

We coordinated the first ever live Spanish language interpretation of Little Rock's **State of the City** annual Mayoral address.

We also hosted the Consulate General of the Philippines, Houston, which provided Filipino residents and visitors from the region with **312 consular services** including passports and citizenship.





We issued **1,542 Municipal IDs** through Nov. 15 of this year, piloted 3 mobile Municipal ID clinics, and ensured the Pulaski County Sheriff's Office recognizes the ID. 100% of Little Rock's residents surveyed indicated that the Municipal ID makes them feel safer, and 99% said the ID helps them feel like they belong in our community. Most commonly, **our residents report the ID allows them to access banking services, medical care, and interact safely with the police.**



We collaborated with 3-1-1 service team members to develop an **online video that informs residents of the purpose of 3-1-1** and how to use it—coming soon to our website!

We hosted a **financial literacy** session with local banks about personal and business banking, with 13 residents in attendance.

We helped 5 residents learn how to **apply for an ITIN**.



**We invest in diverse businesses because we know that investing in diverse businesses means investing in our diverse neighborhoods and families.**



Through **OpportUNITY Little Rock** we invited purchasing decision-makers from 5 of the city's anchor institutions to a series of 2 seminars designed to help them boost their supplier diversity efforts. To date, 7 of Little Rock's anchor institutions, 5 corporations, and 70 small businesses have joined the OpportUNITY Little Rock movement, with collaborators offering 22 hours of technical assistance through the program.





We launched a survey of local minority-owned business enterprises (MBEs). With the **goal of connecting MBEs to large scale corporate contracts**, this survey is a first step that will provide information about who our minority-owned businesses are and where they are in terms of both capacity and geography. Watch our website for a new MBE asset map, coming soon!

We also began **tracking our MBE spending**.

We offered a **business licensing, permitting, and funding workshop** with 21 participants in collaboration with Kiva Little Rock, which provides 0% interest loans to entrepreneurs, many of whom would not have access to funding opportunities through conventional lending.



We hosted the **Minority- and Women-Owned Business Enterprise Education Series**, featuring 5 community leaders and with 15 attendees.



We **highlighted our black-owned vendors on social media** during Black Business Month.





We launched **Emprende**, a pathway of the City's BUILD Academy that offers Little Rock's Spanish-speaking entrepreneurs and business owners a series of free classes on establishing, operating, and growing a business. This comprehensive, cohort-based program provides the necessary knowledge, resources, and connections to ensure that our Spanish-speaking community is fully included in—and contributing to—Little Rock's economy.

This year's program had **19 participants**, and we registered 7 of these businesses as new vendors with the City. Additionally, we saw a 22% increase among participants in business networking.

We value learning because ODEI done right requires both theory and practice.



We collaborated with the City's Performance and Innovation Coordinator to conduct 7 focus groups with 22 employees from 10 departments as part of the **Inclusion and Belonging survey** process.

We **hosted 5 interns** (1 high school student through the Community Programs Department's Summer Youth Employment Opportunity, 1 recent high school graduate, and 3 undergraduate students from UA Little Rock).

We show our work because trust is rooted in accountability and because our story can inspire more communities to pursue equity.

We published a community report with information gathered from Little Rock Equity Labs.

We presented lessons learned from Equity Labs to Essential Partners' national Community of Practice.

We shared updates on the Municipal ID program with Neighborhoods USA annual conference attendees.



We celebrate and serve our community.



We coordinated with the Central Arkansas Re-Entry Coalition to plan and execute **Rights After Wrongs**, an annual free Saturday clinic that offers record sealing, leniency court, legal consultation and Municipal ID services, as well as health, education, and employment resources. At this year's event, we disbursed \$4,400 in federal vaccine incentives.



In addition to the vaccine clinic at Rights After Wrongs, we supported **3 vaccine clinics with federal incentives.**

We joined the Racial and Cultural Diversity Commission at the Mosaic Templars Cultural Center's **Juneteenth** celebration.





We participated in Little Rock Southwest High School's Hispanic Heritage Month celebration.

We hosted an ODEI Open House at our Wakefield Neighborhood Resource Center Multicultural Liaison office this spring.



We supported the Little Rock Police Department's Bike Rodeo, which distributed 92 bikes to the community, with bike donations and repairs.



**We pour into our team because our people are our best asset.**



We listened to Little Rock Equity Labs participants, who told us we needed to do a better job communicating with them and across City departments. We launched the **City of Little Rock Communications Professional Development Series** in collaboration with the City's Communications Team and Human Resources. We've offered 4 sessions thus far, with an average 12 staff participants per session.

We were intentional about engaging in cross-departmental collaboration. In 2023 we will launch the Workforce Equity Team, which will create a space for employees from every department to ask questions, refine ideas, learn, and practice new skills to **nurture inclusive culture in the workplace**. This working group will bring a wealth of institutional knowledge together with training and perspectives from a variety of disciplines to develop systemic, sustainable solutions.



To recruit more diverse staff members, including those who speak Spanish, we hosted **2 City of Little Rock job fairs.**



We invested in **fraudulent documents training** and additional professional development on DEI topics for ODEI team members.

We coordinated dialogue training for members of the **Racial and Cultural Diversity Commission** and supported their monthly meetings.





## We monitor and improve our work processes because we value efficiency and effectiveness.

We created a **digital translation request form** so we can track and manage requests from City colleagues. Through mid-November we completed 28 requests through this new system, one of which made the City's business license application available in Spanish for the first time.

We worked with Information Technology to establish a general email, [ODEI@littlerock.gov](mailto:ODEI@littlerock.gov), and develop a **shared digital calendar**.

We guided the Racial and Cultural Diversity Commission in updating its bylaws.

We began using a digital event summary form to keep our **data**, including number of participants and lessons learned, in one place.

We regularly reported ODEI activities to City leaders and the community.



# ODEI GOALS

## 2023

- Increase access to information and services, including:
  - Spanish-language access to City business and public meetings
  - An expanded platform for minority-owned businesses
  - Expanding Mobile Municipal ID Clinics
  - A toolkit for other municipalities to learn how to establish and operate their own municipal ID programs
- Support a culture of inclusion within the City
- Refine data collection methods with an increased focus on outcomes
- Continue building and improving relationships in the community and in the region
- Conduct additional outreach in our multicultural communities
- Improve and refine office processes including invoicing and vendor establishment
- Step up our web presence and improve communications and marketing
- Write and submit grants to support existing programs and staff expansion

## FOCUS AREAS

LEADERSHIP  
ACCOUNTABILITY

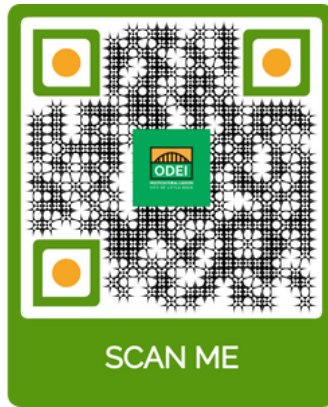
SUPPLIER  
DIVERSITY

TALENT  
PIPELINE

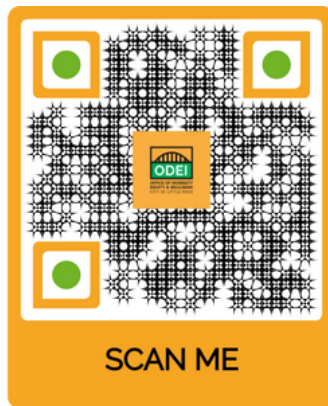
EDUCATION &  
AWARENESS

COMMUNITY  
ENGAGEMENT

# Connect with us!

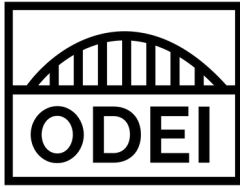


Multicultural Liaison Social Media



Office of Diversity, Equity, & Inclusion  
Social Media

[www.littlerock.gov](http://www.littlerock.gov)



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