

# The Macomb Experience: A Presentation on Diversity, Equity, and Inclusion

February 28<sup>th</sup>, 2022



# Survey Analysis Process

- A total of 268 people answered the DEI Survey online in Spring 2021 during the COVID-19 Pandemic
- Responses to questions were analyzed in multiple ways to understand drivers of the survey response scores, e.g., race, education, income, disability status, etc.
- Where possible, statistical analysis was conducted to identify significance beyond random sampling differences.
- In some cases, respondents answering “prefer not to say/ unsure” or rated neutral were eliminated to make meaning of the data.
- Questions for the Macomb community to consider for action/ next steps are added to selected slides in the presentation.



# Table of Contents

- Section 1: Study Purpose
- Section 2: Demographics
- Section 3: Diversity
- Section 4: Discrimination
- Section 5: Feeling Safe
- Section 6: Accessibility
- Section 7: Resources and Opportunities
- Section 8: Possible Initiatives
- Section 9: Summary



# Section 1

## Study Purpose



# Study Purpose

- **Goal:** to identify the current state of diversity, equity, and inclusion within the Macomb experience and identify possible initiatives to improve diversity, increase equity, and promote inclusion.



# Research Questions

- What are the experiences of people in Macomb?
- What are the areas in which we need to focus our efforts?
  - E.g., Education, Accountability, and Communication



# Section 2

## Demographics



# Summary of Demographics

- Sample Size: **268 respondents**
- 230 respondents were White, 25 Black Indigenous People of Color (BIPOC); 13 Prefer not to respond/ unsure
- 181 respondents (68%) were 50 years and older, 80 respondents were less than 50 years old
- 64% of the sampled population were Female, 32% were Male, 3% Non-binary/ Transgender
- 72% Bachelor's Degree or Higher
- 57% are working, 33% retired
- 66% Married/Cohabiting; 17% Single
- 64% Christianity; 9% Atheism; 13% Prefer not to respond/ unsure
- 75% of survey respondents have lived in Macomb for 11 years or longer; 60% more than 20 years.
- English is the first language of nearly all respondents surveyed of which residents claimed proficiency.
- 88% of survey respondents' sexual orientation is heterosexual.
- 22% of survey respondents reported one or more than one disability, e.g., physical, mental, learning, hearing, and visual

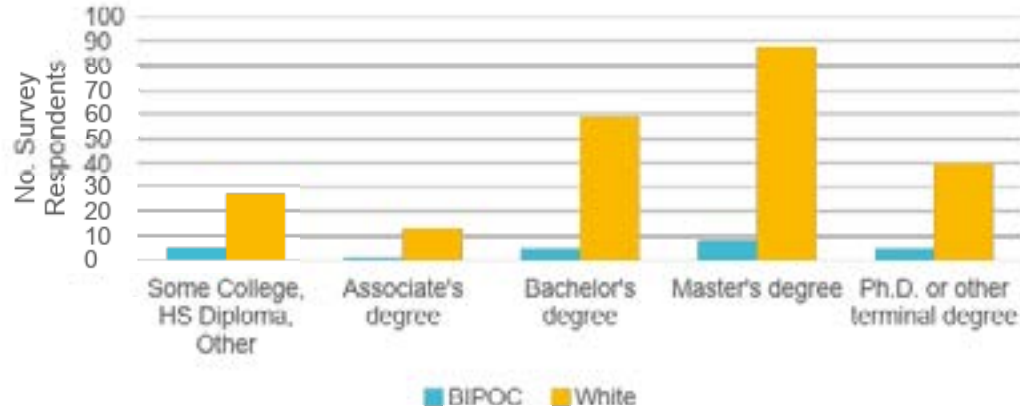




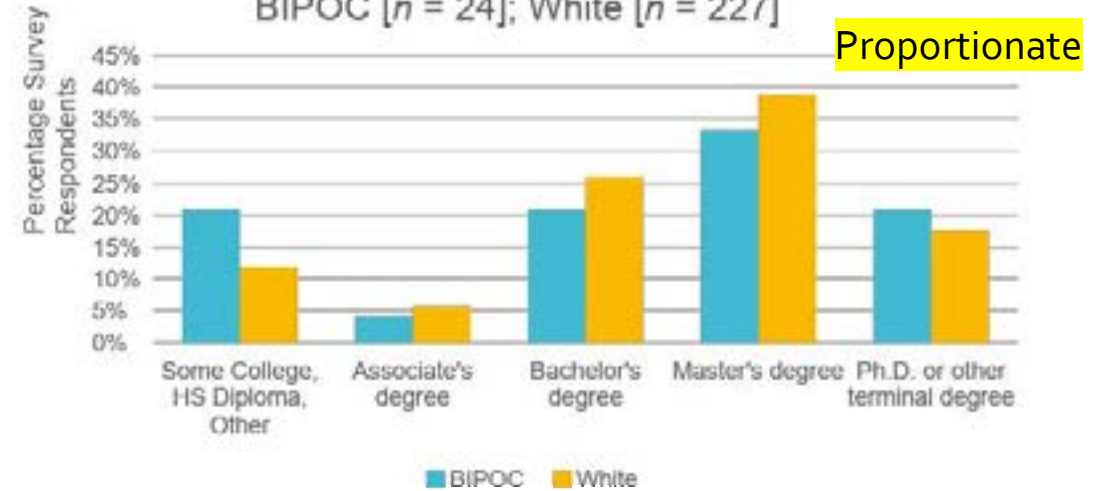
# Relationships between Race, Education, and Income

# Race v. Education; Race v. Income

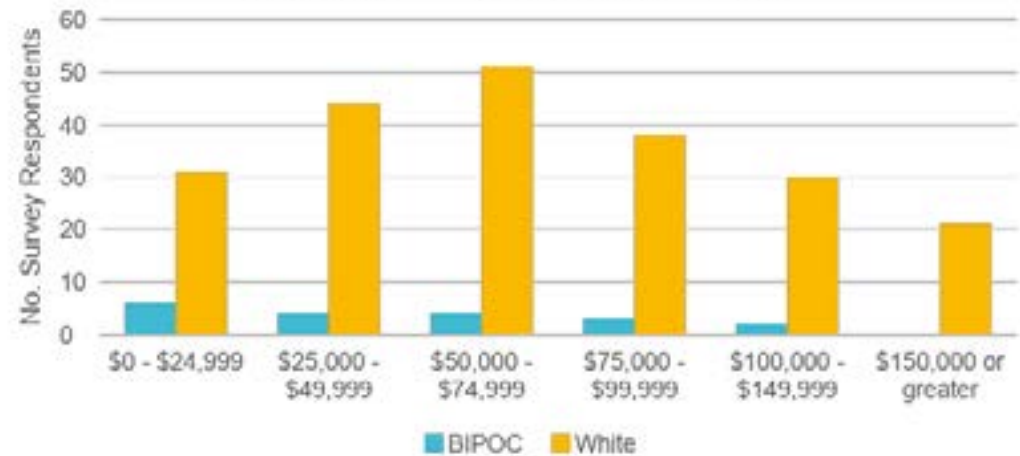
Race v. Education  
BIPOC [n = 24]; White [n = 227]



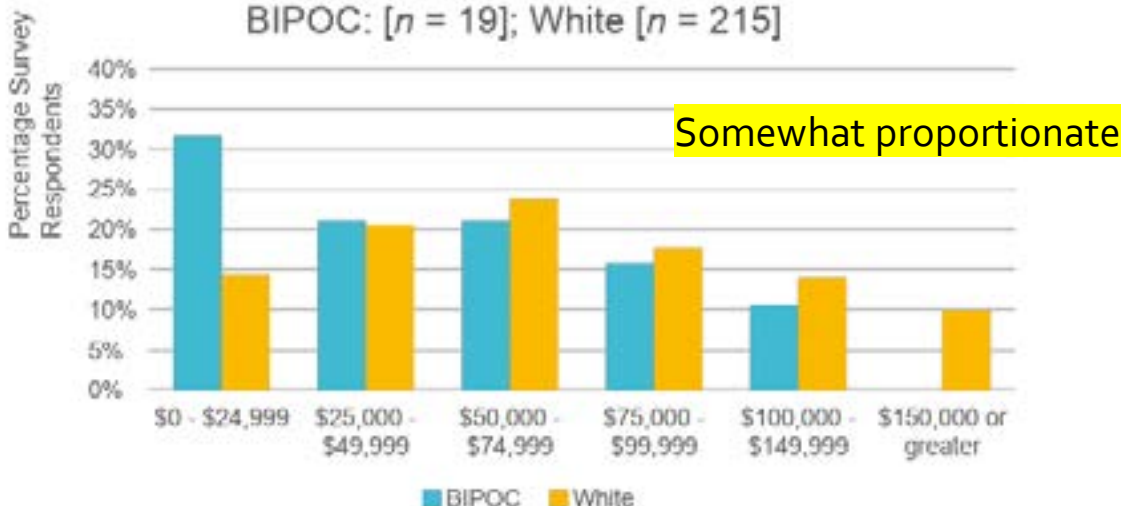
Race v. Education  
BIPOC [n = 24]; White [n = 227]



Race v. Income  
BIPOC [n = 19]; White [n = 215]



Race v. Income  
BIPOC: [n = 19]; White [n = 215]



# Section 3

## Diversity



# Section 3: Diversity Survey Questions

1. I believe that people from **all backgrounds** have equal **opportunities** to succeed in Macomb.
2. I believe that community members of **DIFFERENT backgrounds** interact well with one another within our community.
3. I believe community members of the **SAME backgrounds** interact well with one another within our community.
4. I want to know more about diversity, equity, and inclusion within our community.
5. Making sure that all community members **feel valued and included** is important to me.
6. The Macomb community is **doing a good job making sure that all community members feel valued and included.**
7. I feel that **my family and I are like most other individuals and families** in the Macomb community.
8. I feel I have **similar interests** to others in the Macomb community.

# Descriptive Statistics : [n = 268]

Rating Scale:  
1 = low;  
5 = high

Diversity	Mean Score
Equal opportunity to succeed in Macomb	3.1
Different backgrounds interact well	2.98
Same backgrounds interact well	3.97
Want to know more about DEI in Macomb	3.81
Making sure community members feel valued and included	4.69
Macomb community is doing a good job making people feel valued	3.06
I feel like my family and I are like others in the Macomb community	3.3
I feel I have similar interests to others in the Macomb community	3.5

There is significance between making sure all community members feel valued and included and how the Macomb community is doing making sure that all community members feel valued and included. Thus, how can Macomb make people feel more valued?

There is significance regarding people feeling more comfortable interacting with people of similar backgrounds than with different backgrounds. Thus, how can Macomb close this gap?

# Diversity Survey Questions – Comparative Analysis

Diversity	Mean Score	Mean: BIPOC	Mean: White
Equal opportunity to succeed in Macomb	3.1	2.72	3.08
Different backgrounds interact well	2.98	3	2.94
Same backgrounds interact well	3.97	3.84	3.98
Want to know more about DEI in Macomb	3.81	3.8	3.87
Making sure community members feel valued and included	4.69	4.48	4.73
Macomb community is doing a good job making people feel valued	3.06	3.28	3.01
I feel like my family and I are like others in the Macomb community	3.3	3.08	3.3
I feel I have similar interests to others in the Macomb community	3.5	3.56	3.46

BIPOC: [n = 25], White: [n = 230]

BIPOC and White Ratings are very similar on Diversity Survey Questions

# Interactions with Different vs. Same Backgrounds

- 1. I believe that community members of DIFFERENT backgrounds interact well with one another within our community.
- 2. I believe community members of the SAME backgrounds interact well with one another within our community.



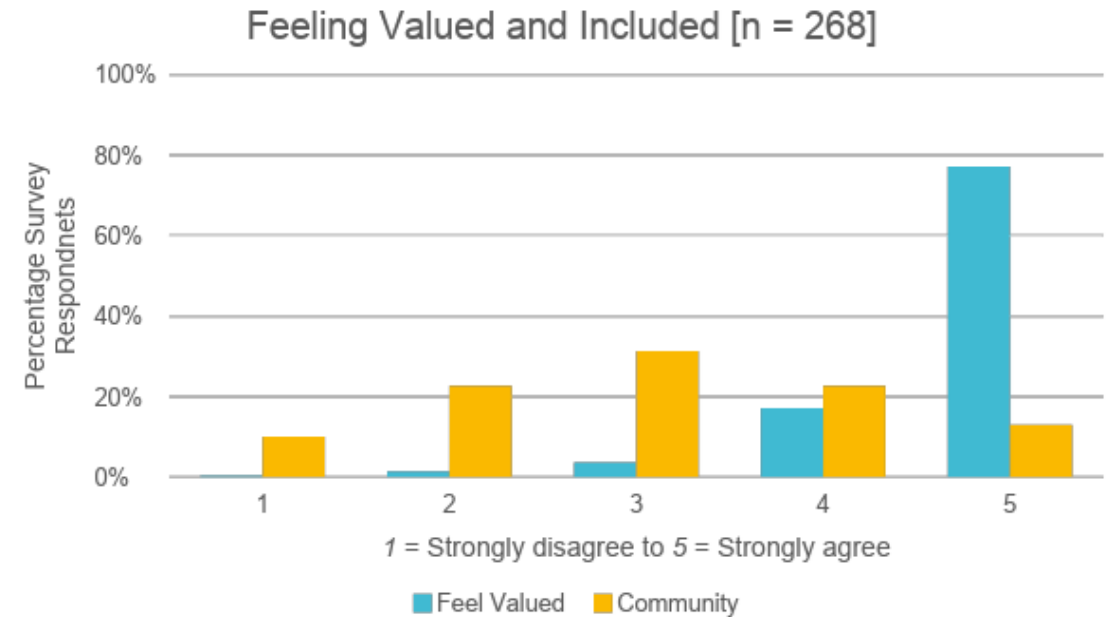
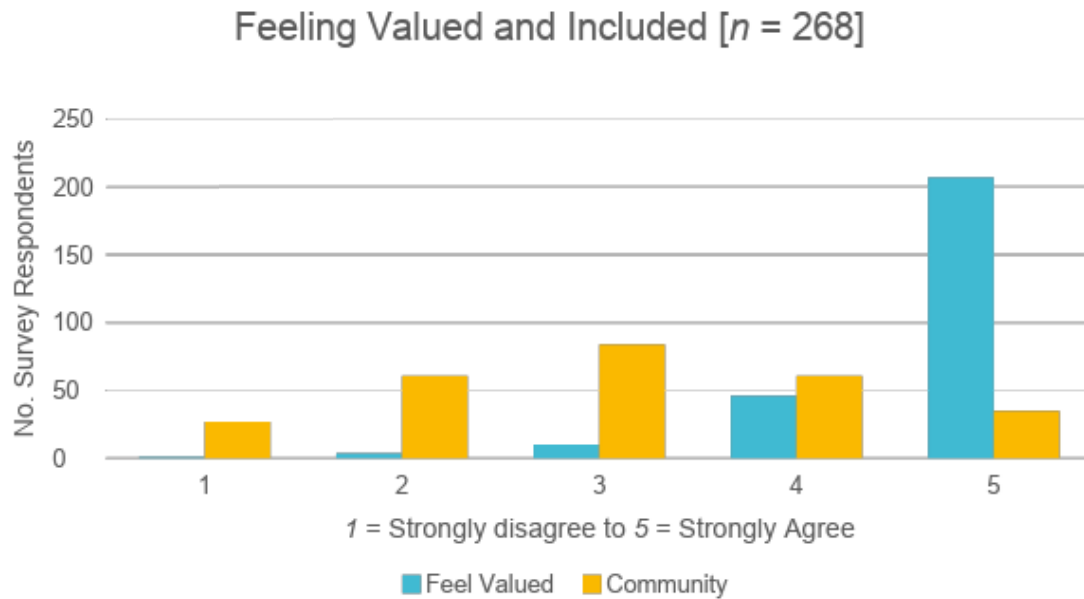
Average Score:  
(Diff Backgrounds) = 2.98,  
Average Score:  
(Same Backgrounds) = 3.97

How can community members promote interactions between different groups of people?

# Feeling Valued and Included

Average Score: (Feeling valued is important) = 4.69  
Average Score: (Macomb community making people feel valued and included) = 3.06

1. Making sure that all community members feel valued and included is important to me.
2. The Macomb community is doing a good job making sure that all community members feel valued and included.



How can the Macomb community make people feel valued and included?



# Feeling Valued and Included Race, Disability Status, & Income Level

1. Making sure that all community members feel valued and included is important to me.
2. The Macomb community is doing a good job making sure that all community members feel valued and included.

Race		Feel Valued	Community
n = 25	BIPOC	4.48	3.28
n = 230	White	4.73	3.01
Disability			
n = 206	No Disabilities	4.7	3.11
n = 53	Disabilities	4.05	2.85
Income			
n = 144	<\$75K/year	4.72	2.9
n = 95	(=>) \$75K/year	4.74	2.13

Note. All Prefer not to respond/ unsure responses removed.

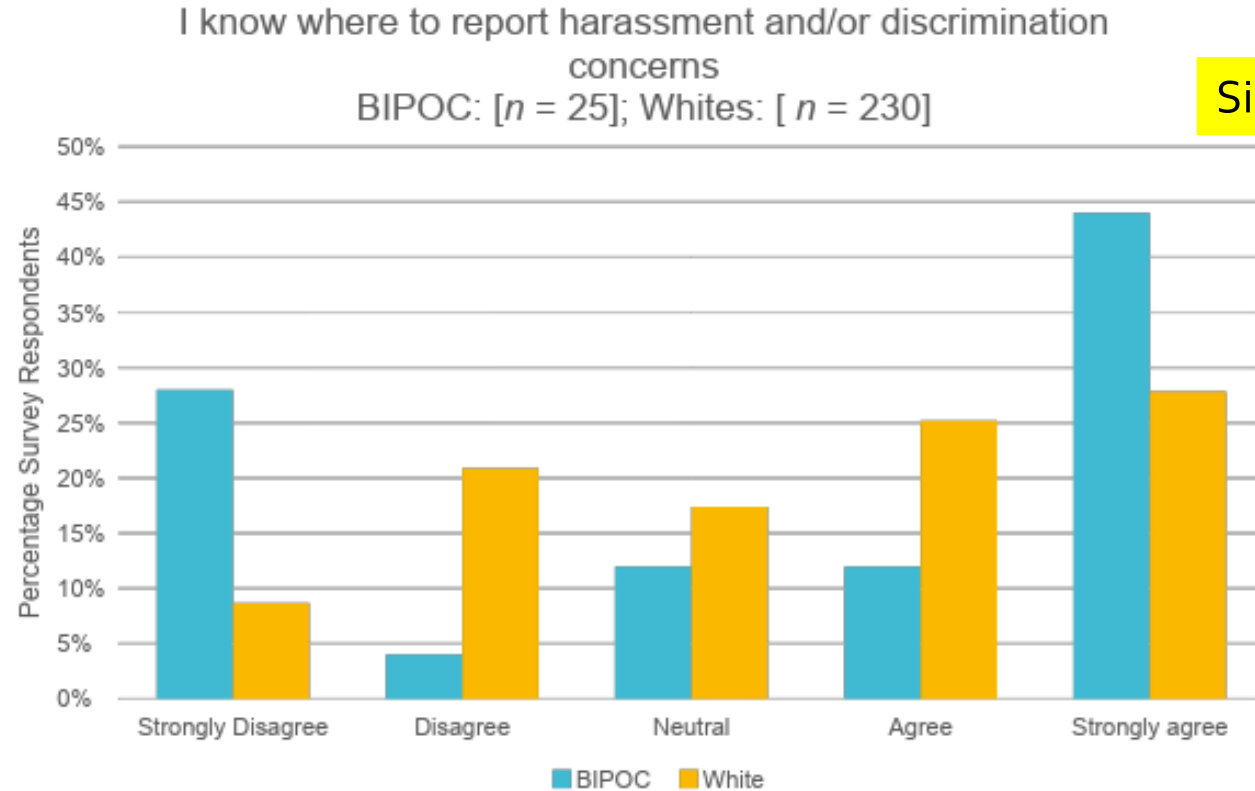
How can the Macomb community make all residents feel valued and included?

# Section 4

## Discrimination



If I had a concern about harassment and/or discrimination, I know where and how to report that concern.



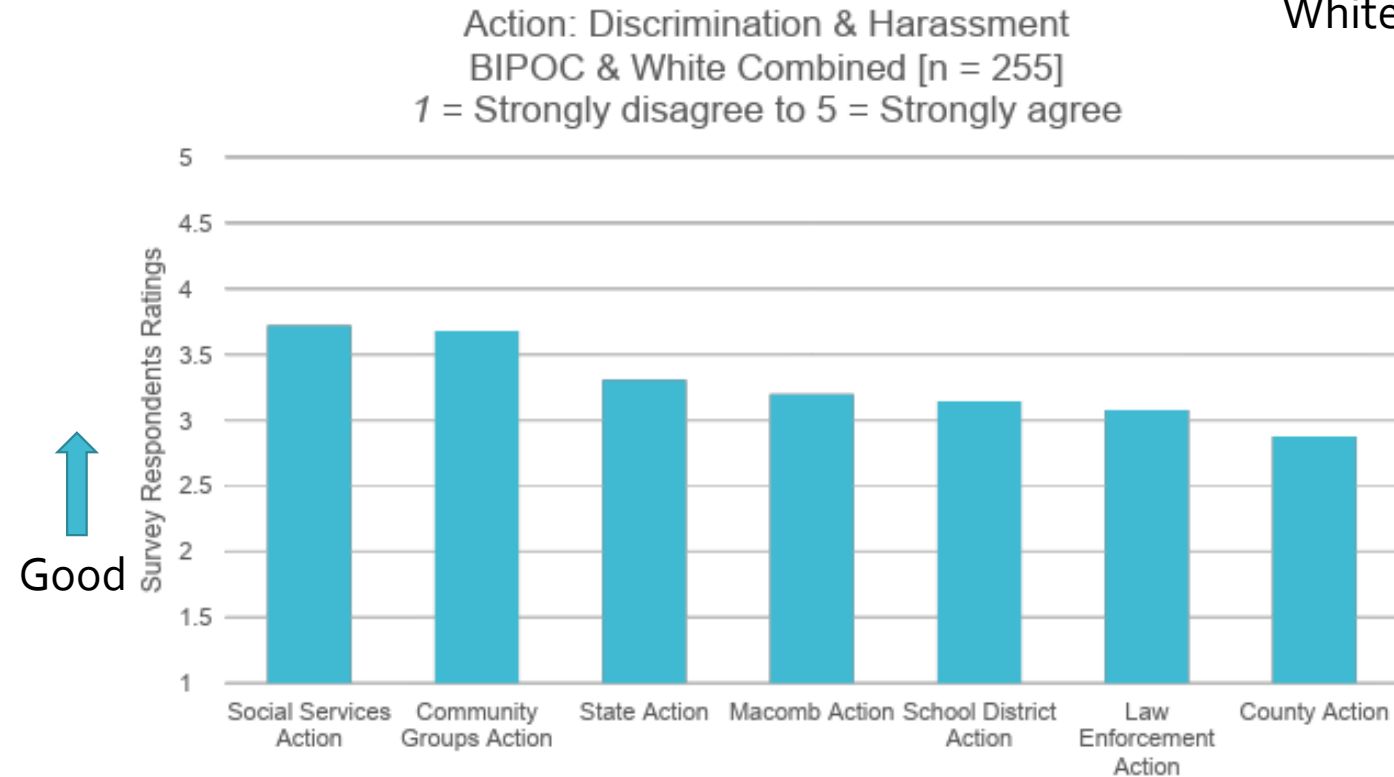
How can the Macomb community close the race-equity gap on reporting harassment and or discrimination?

## Section 4: Discrimination Survey Questions

- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**Law enforcement**]
- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**Social services**]
- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**Community groups/Non-profits**]
- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**The city of Macomb**]
- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**McDonough County**]
- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**The State of Illinois**]
- I believe the following entities will take appropriate action in response to discrimination and/or harassments. [**Macomb School District**]

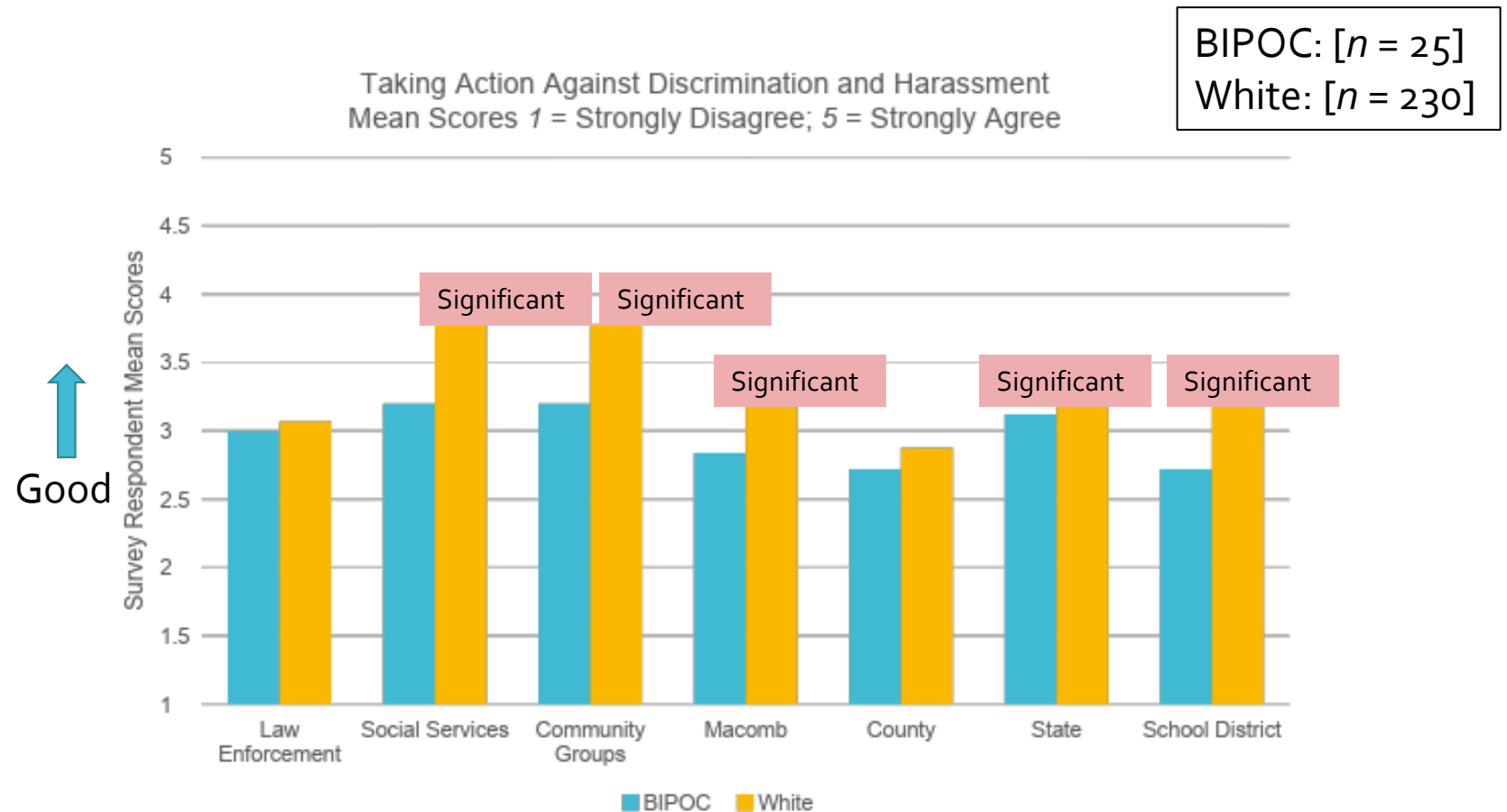
I believe the following entities will take appropriate action in response to discrimination and/or harassments

BIPOC: [n = 25]  
White: [n = 230]



- Social Services is statistically higher than Macomb, School District, Law Enforcement, and County
- Community Groups is statistically higher than School District, Law Enforcement, and County

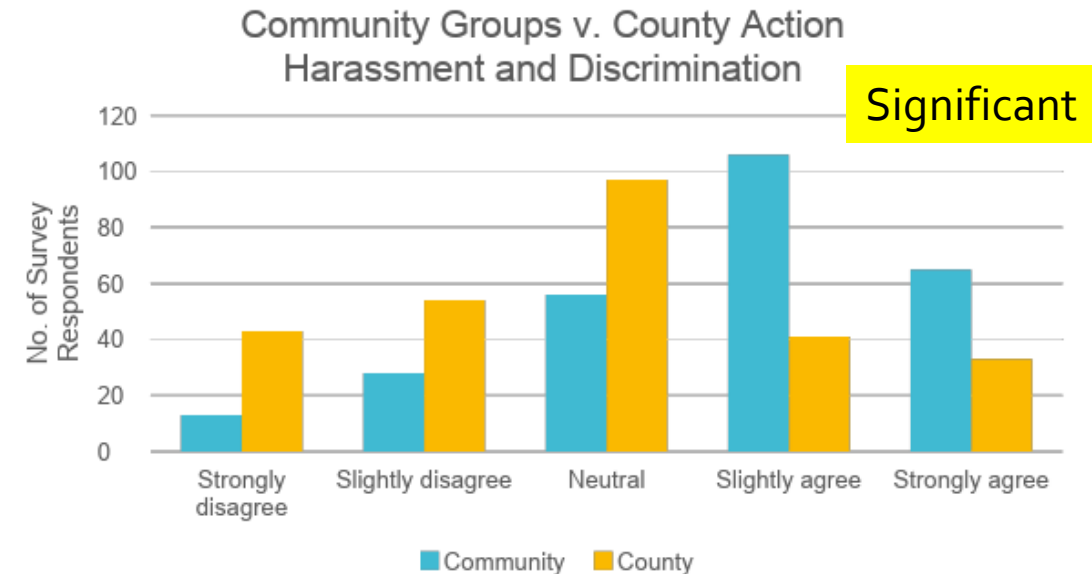
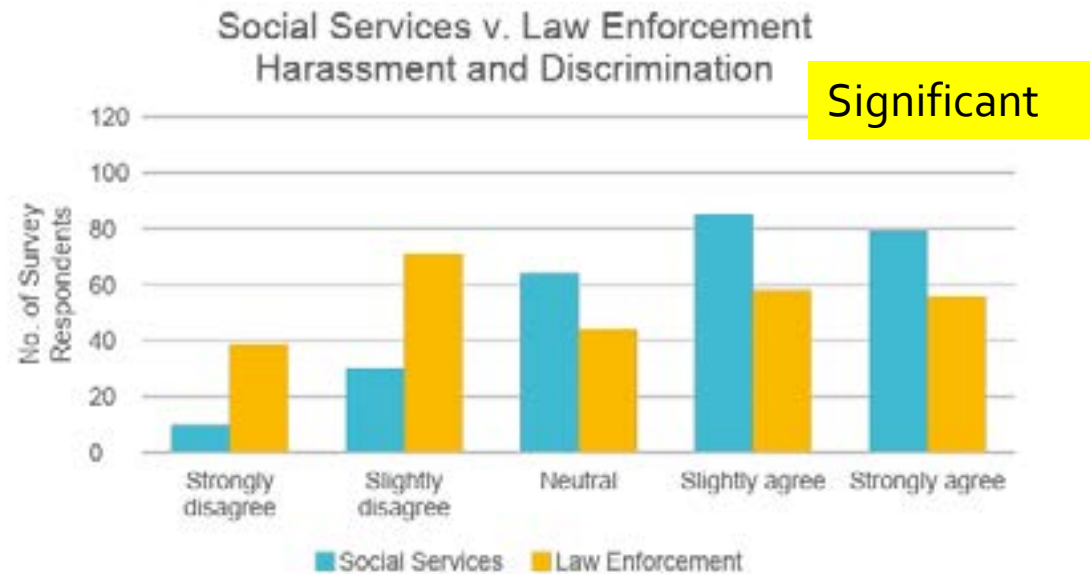
# Taking action against harassment & discrimination BIPOC/ White comparative analysis



This chart depicts statistical and nonsignificant differences between Whites and BIPOC ratings on the extent of which organizations take action on harassment and discrimination in the Macomb community.

# Examples reflecting how Macomb community rated different organizations taking action against discrimination and harassment

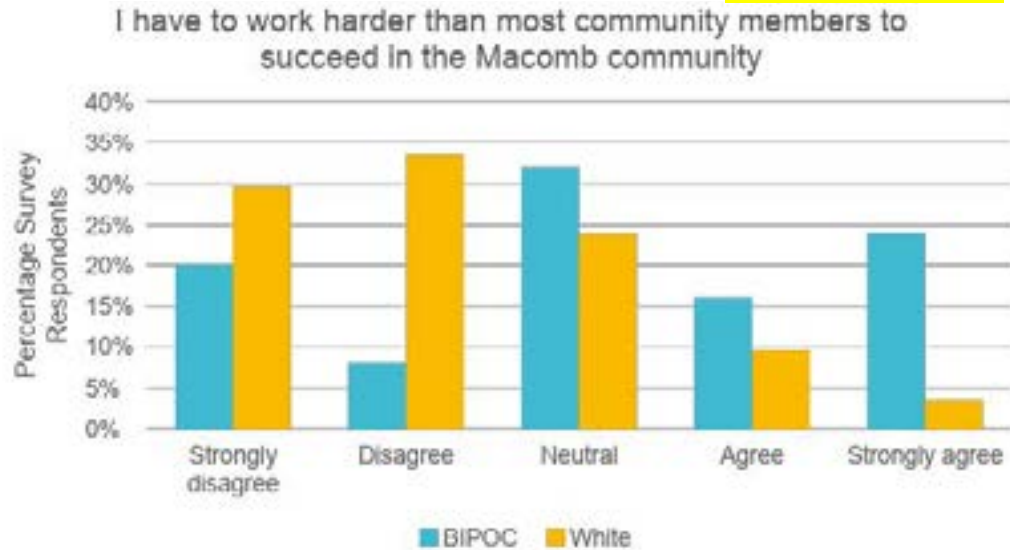
BIPOC: [n = 25]  
White: [n = 230]



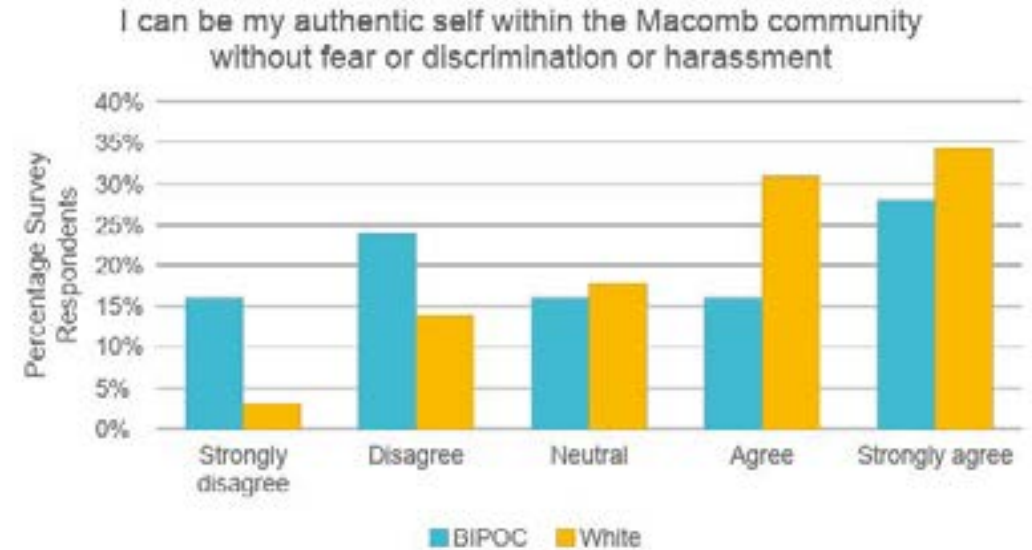
These two charts provide further visibility of the extent to which different organizations are taking action on harassment and discrimination.

# Discrimination (continued)

Significant



Significant

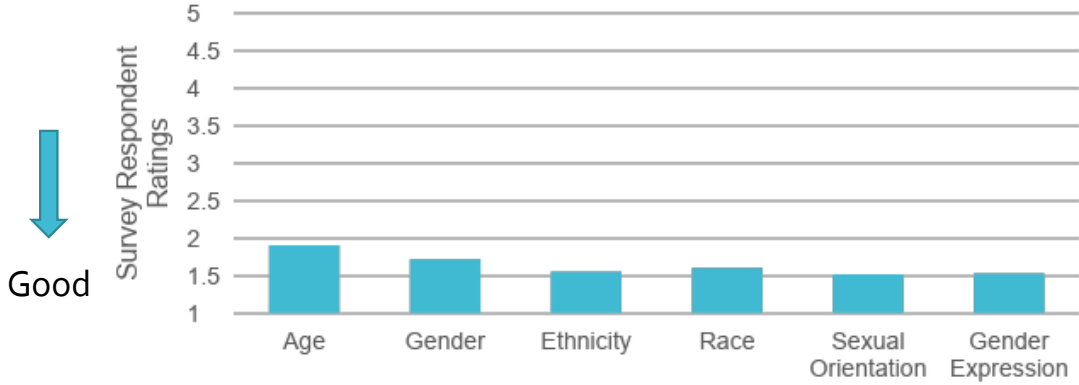


How can we close the gap between how BIPOC and White people feel?

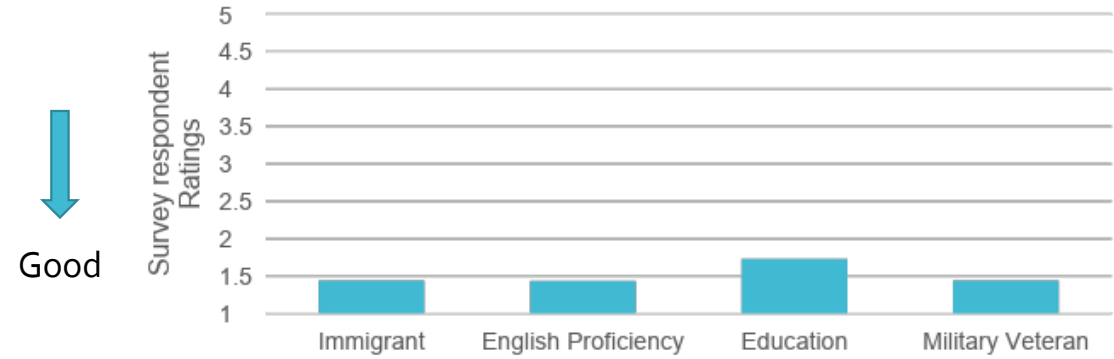


# Combined sampled population: Between [ $n = 246$ & $n = 264$ ]

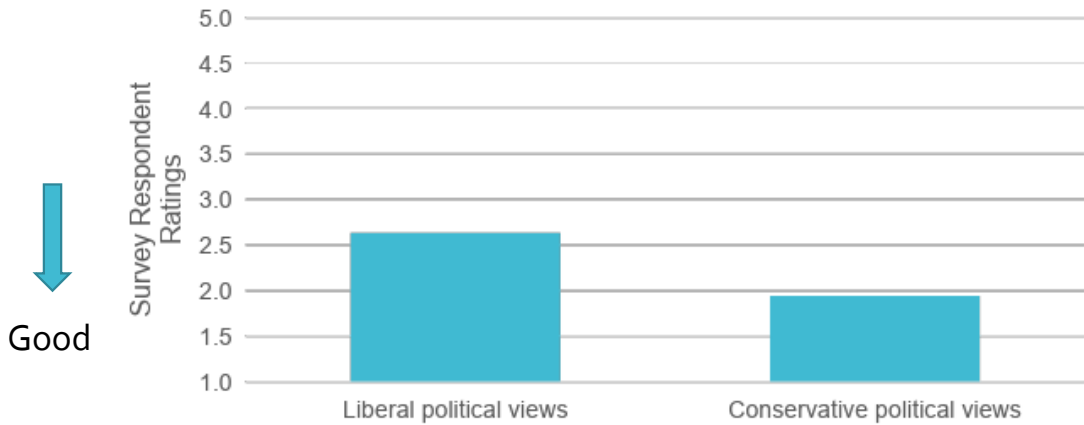
Discrimination: **Demographics Factors**  
1 = Strongly disagree to 5 = Strongly agree



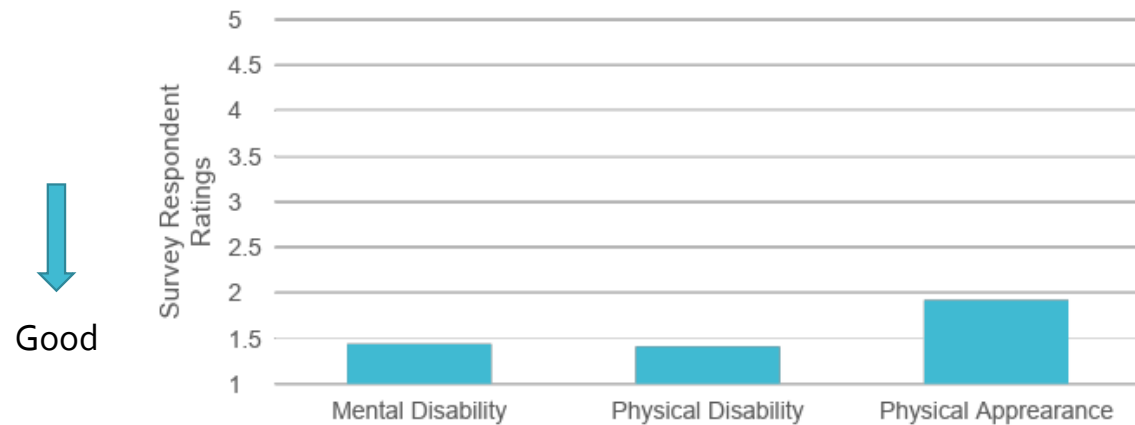
Discrimination: **Background/ Education Factors**  
1 = Strongly disagree to 5 = Strongly agree



Discrimination: **Political Views**  
1 = Strongly disagree to 5 = Strongly agree

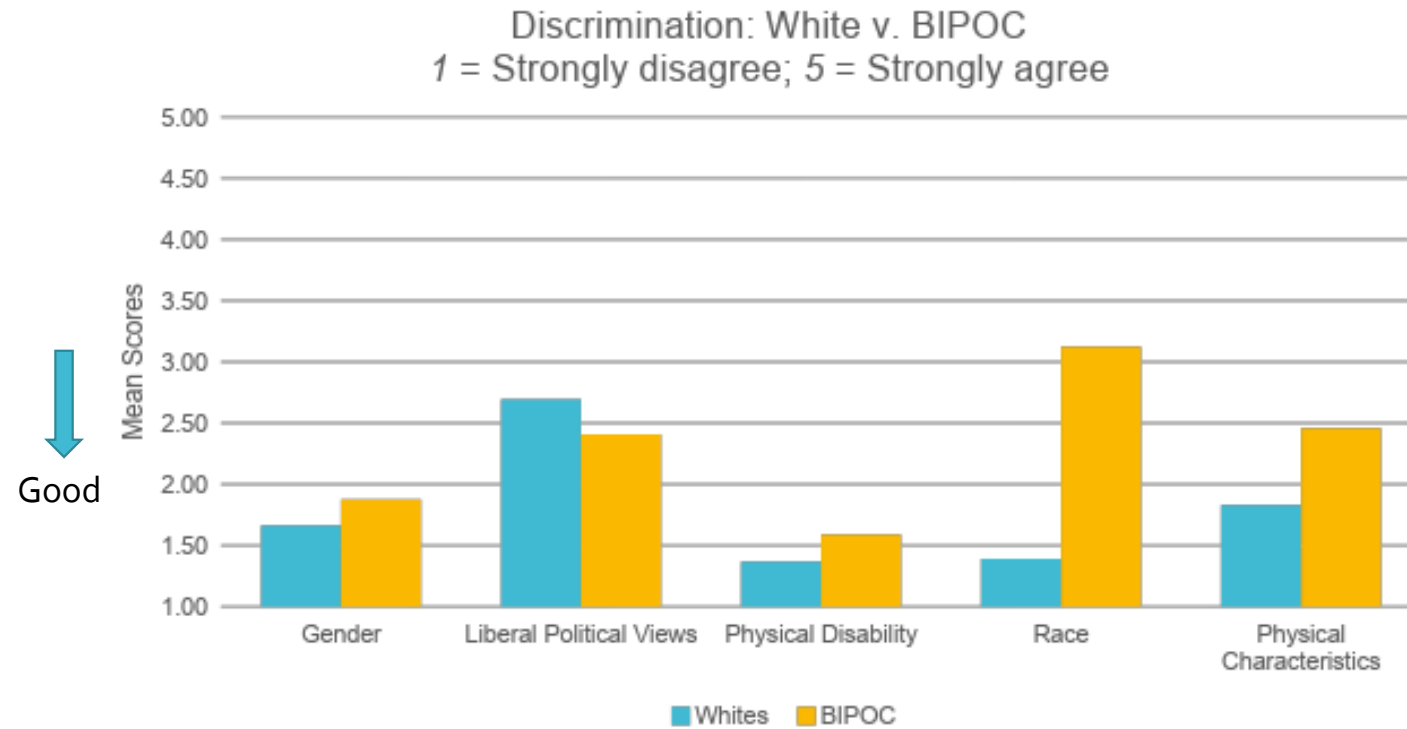


Discrimination: **Disabilities/ Appearance**  
1 = Strongly disagree to 5 = Strongly agree



I have faced discrimination within the Macomb community on the basis of my...

BIPOC:  $n$  = Between 22 and 24 responses  
White:  $n$  = Between 222 and 227 responses

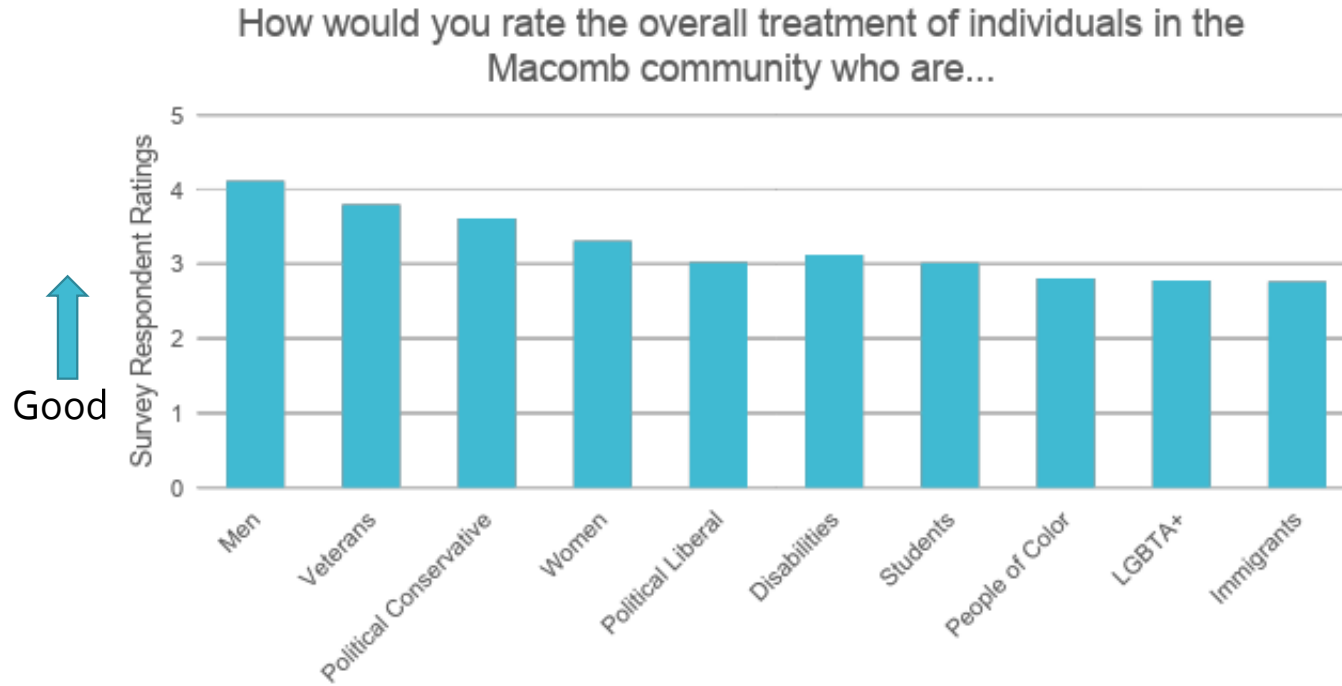


Selected a cross-section of categories highlighting smaller and larger differences by Race

How can Macomb close the Race discrimination gap?

How would you rate the overall treatment of individuals within the Macomb community who are...

1 = Very poor to 5 = Very good



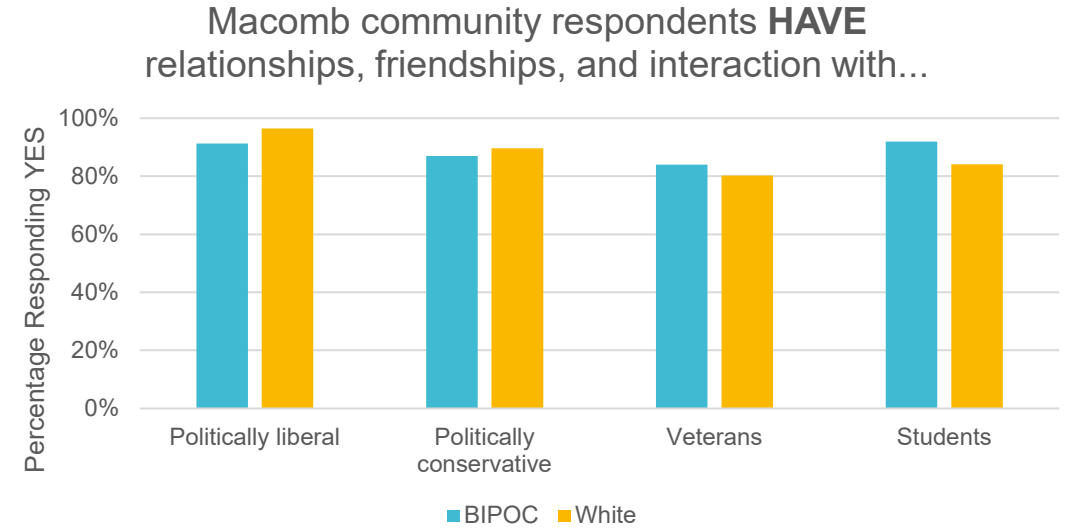
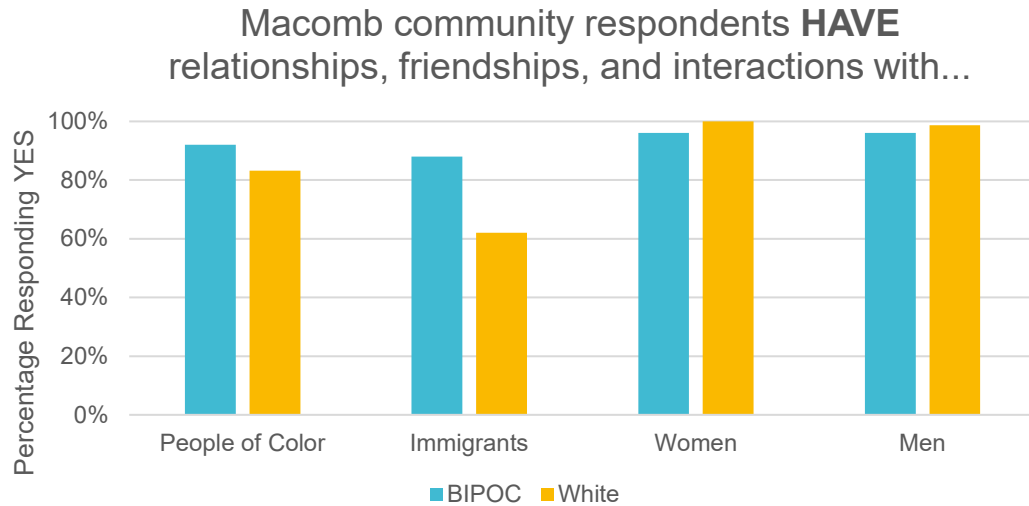
How can the Macomb community achieve equity among these groups of people?

# Discrimination Survey Questions: Relationships, Friendships, Interactions with....

- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**People of color**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Immigrants and/or non-US citizens**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Women**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Men**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Politically liberal**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Politically conservative**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Veterans**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Students**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**Individuals with disabilities**]
- Do you have relationships, friendships, or regular interaction with individuals of the following groups? [**LGBTQA+ individuals**]

# Relationships, Friendships, and Interactions with...

BIPOC [ $n = 25$ ];  
White [ $n$  varied: 244–252]\*



People from different groups have relationships, friendships, and interactions with each other!

\* Note: Differences attributable to removing participants who responded Prefer not say/ unsure

# Section 5

## Feeling Safe



## Section 5: Feeling Safe Survey Questions

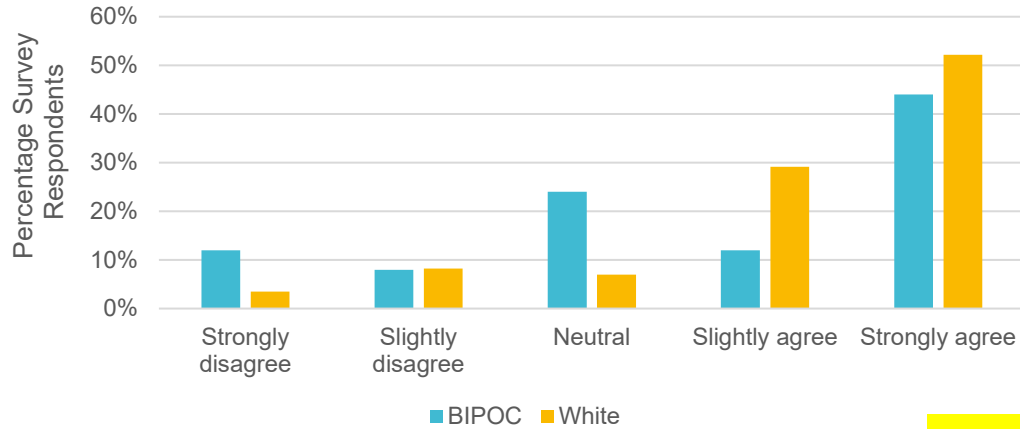
- I feel \_\_\_\_\_ in the Macomb community... [**Physically safe**]
- I feel \_\_\_\_\_ in the Macomb community... [**Mentally stable**]
- I feel \_\_\_\_\_ in the Macomb community... [**Emotionally secure**]
- I feel \_\_\_\_\_ in the Macomb community... [**Financially stable**]



# Physically Safe, Mentally Stable, Emotionally Secure, Financially Stable BIPOC & White Differences

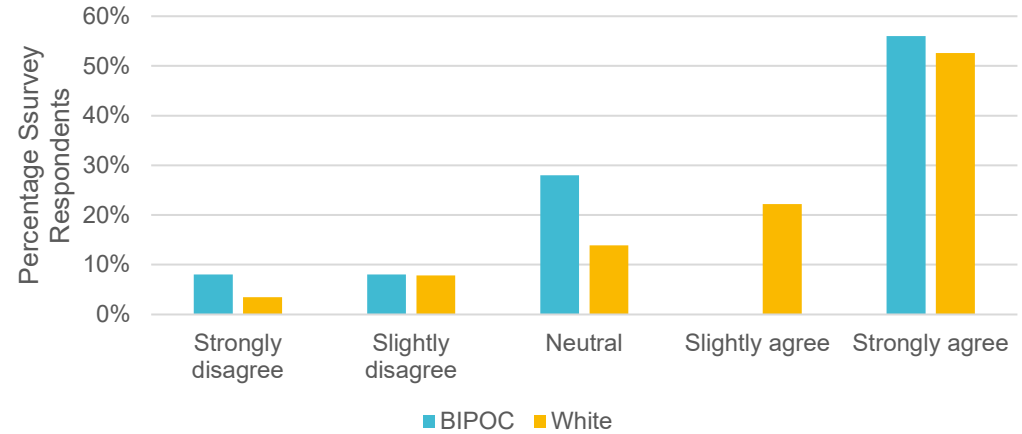
Physically Safe  
White [n = 230], BIPOC [n = 25]

Significant



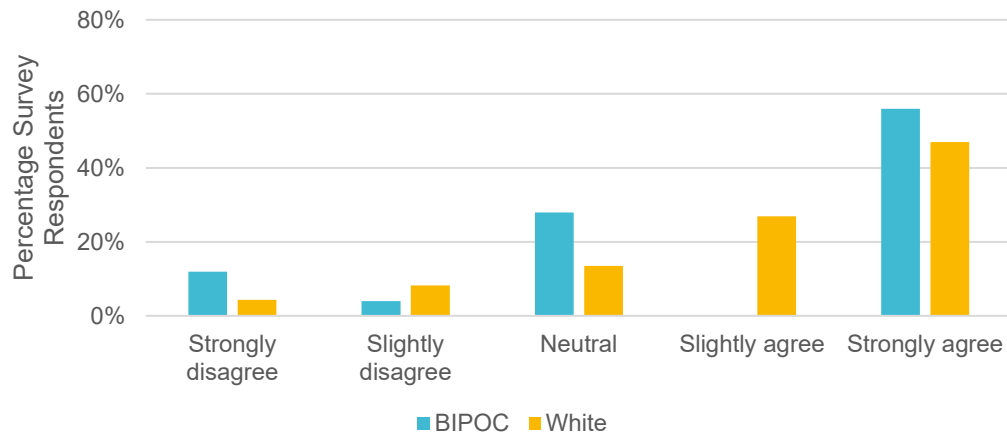
Mentally Stable  
White [n = 230], BIPOC [n = 25]

Significant



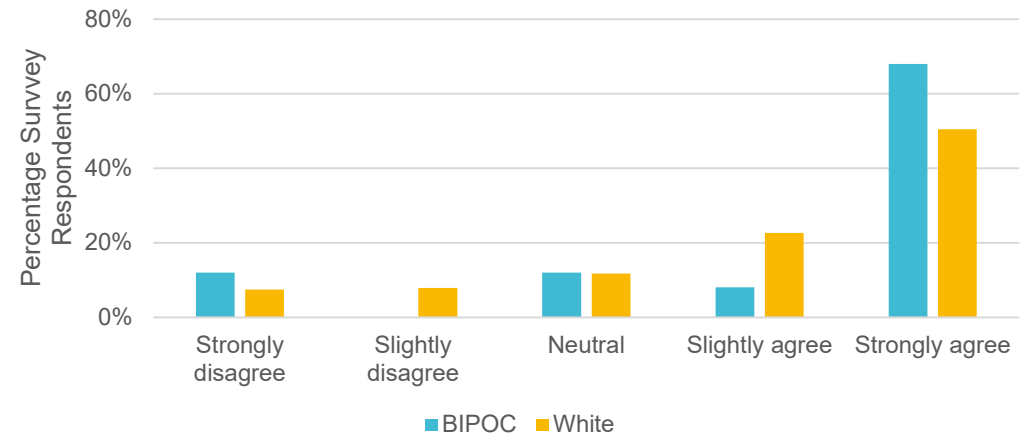
Emotionally Secure  
White [n = 230], BIPOC [n = 25]

Significant



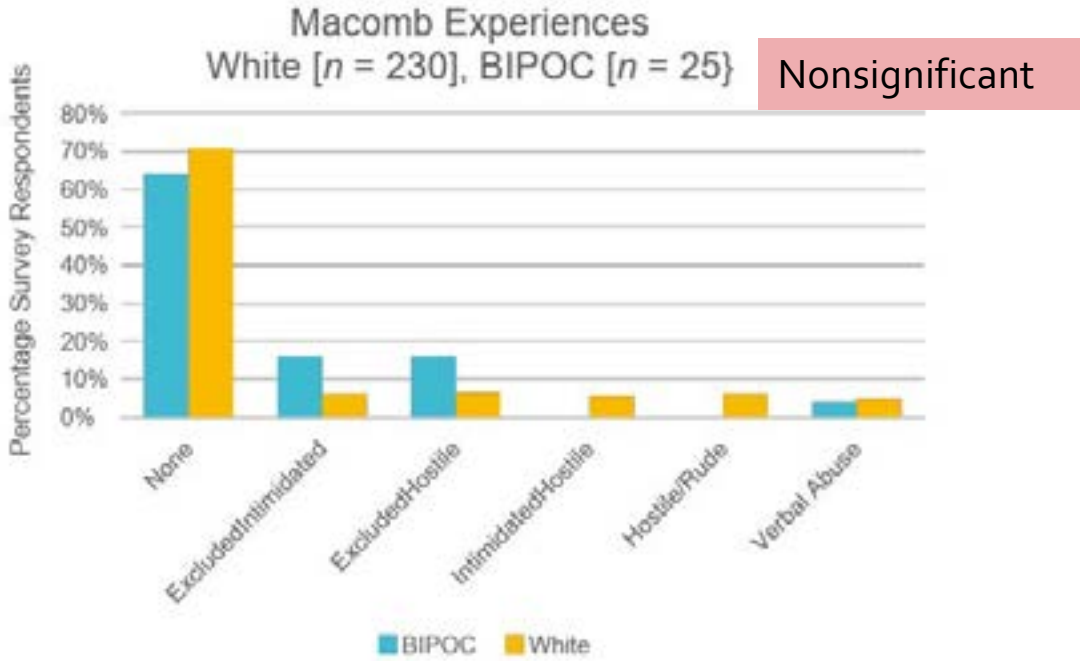
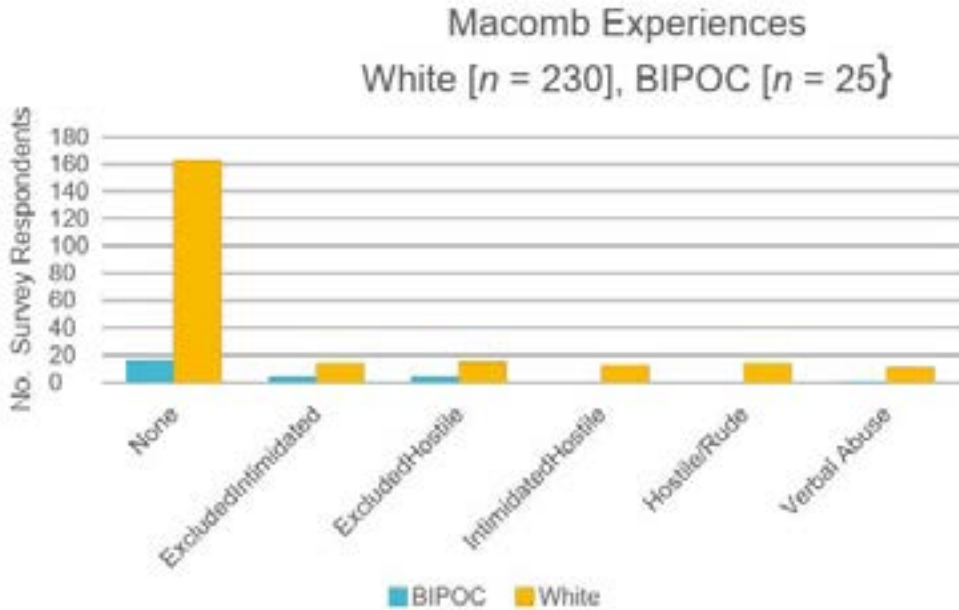
Financially Stable  
White [n = 230], BIPOC [n = 25]

Nonsignificant





# Experiences: Exclusion, Hostility, Intimidation

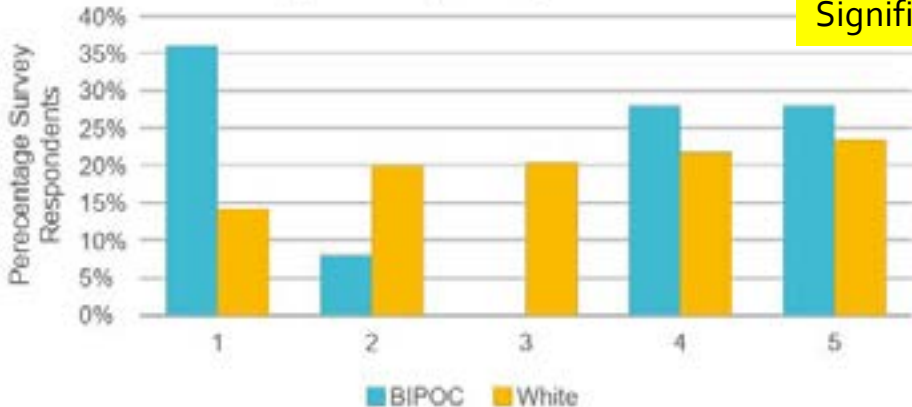


How can Macomb reduce experiences of exclusion, hostility, and intimidation?

# Feeling Safe: Scale: 1 = Strongly disagree to 5 = Strongly Agree

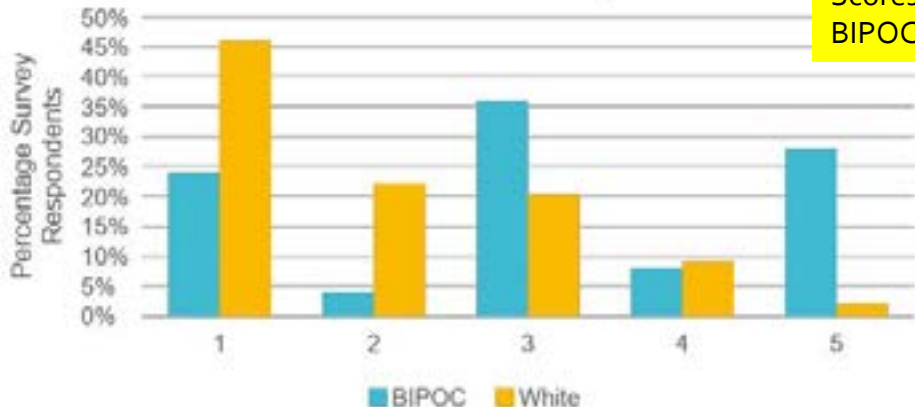
BIPOC [n = 25];  
White [n = 230]

I am aware of the DEI training city employees (including law enforcement) are currently required to participate in.



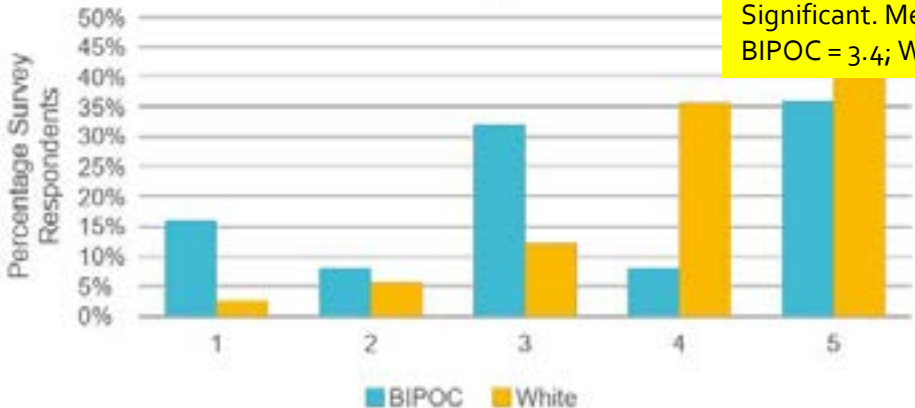
Significant

I have to work harder than most community members to be treated with respect in the Macomb community.



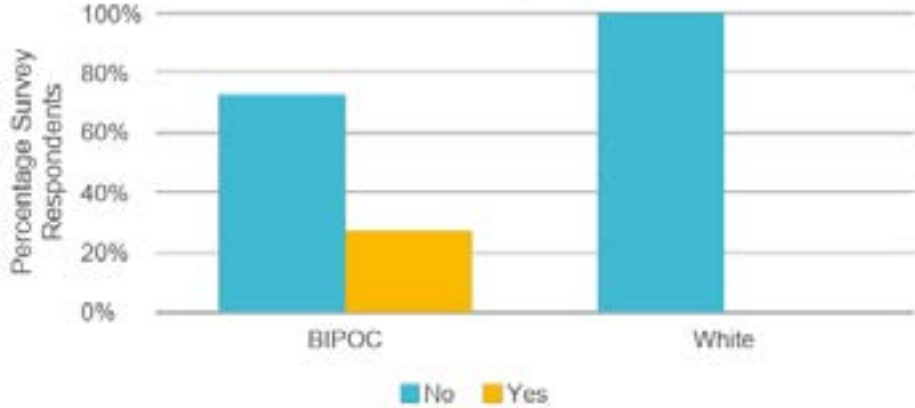
Significant. Mean Scores:  
BIPOC = 3.1; White = 2.0

If I need to contact emergency or protective services, I trust that the employees will treat me fairly.



Significant. Mean Scores:  
BIPOC = 3.4; White = 4.1

I have been the target of racial/ethnic profiling by law enforcement while in the Macomb community.



# Section 6

## Accessibility

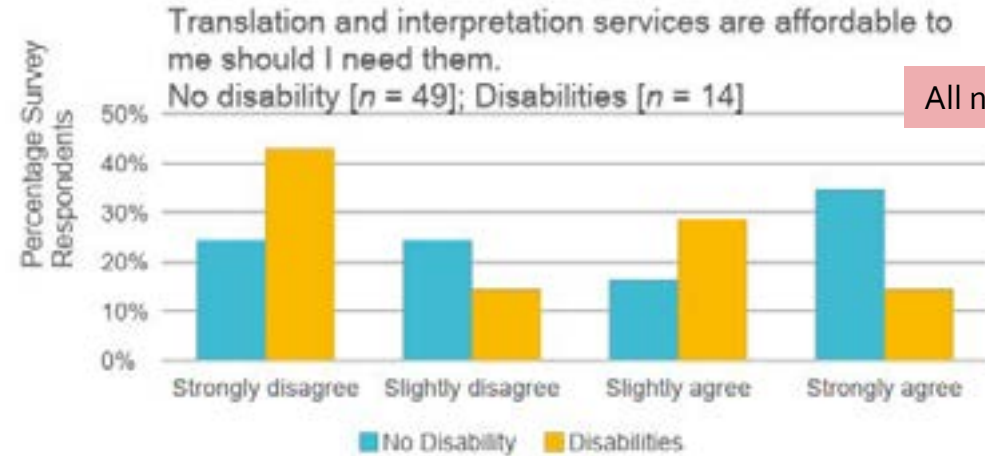
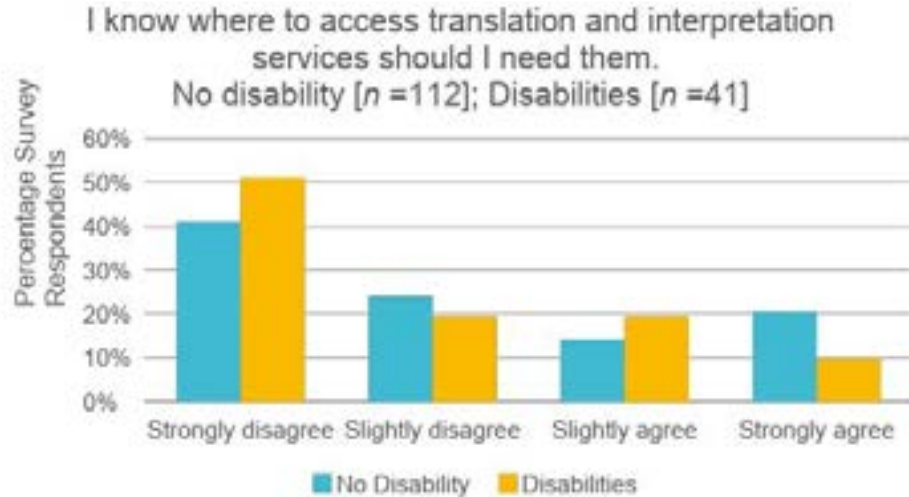


Note: Survey respondents rating either *Prefer not to response/ unsure* or *Neutral* were not included in this section

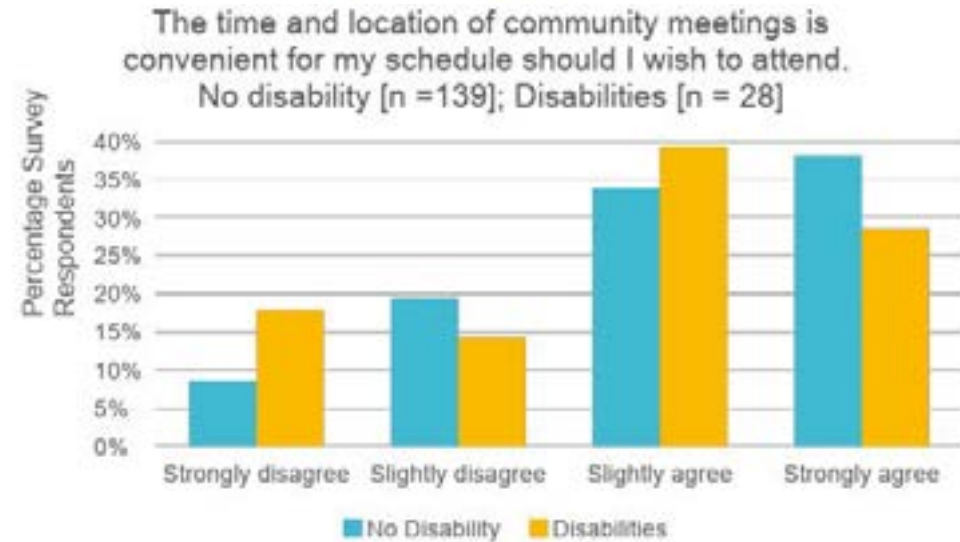
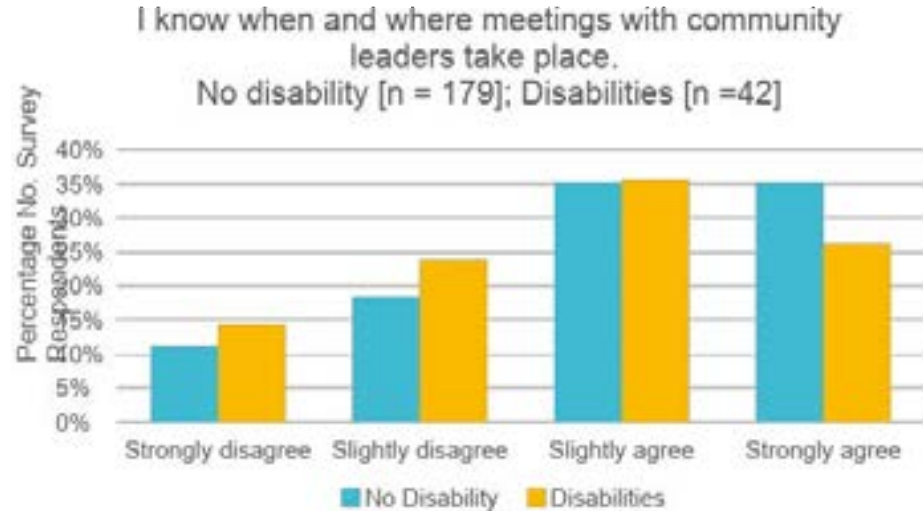
# Accessibility Questions

- The Macomb community is **well-designed for individuals with disabilities to get around freely.**
- The Macomb community is **well-designed for individuals with disabilities to participate fully in the community** (attend local events, open a business, shop by yourself, etc.).
- Announcements and information from community leaders are **well communicated** to individuals with disabilities (including those with visual and hearing disabilities).
- I know where to **access translation and interpretation services** should I need them.
- Translation and interpretation services are **readily available** to me should I need them.
- Translation and interpretation services are **affordable** to me should I need them.
- I know **when and where meetings with community leaders take place.**
- The **time and location of community meetings is convenient** for my schedule should I wish to attend.

# Accessibility in the Macomb Community

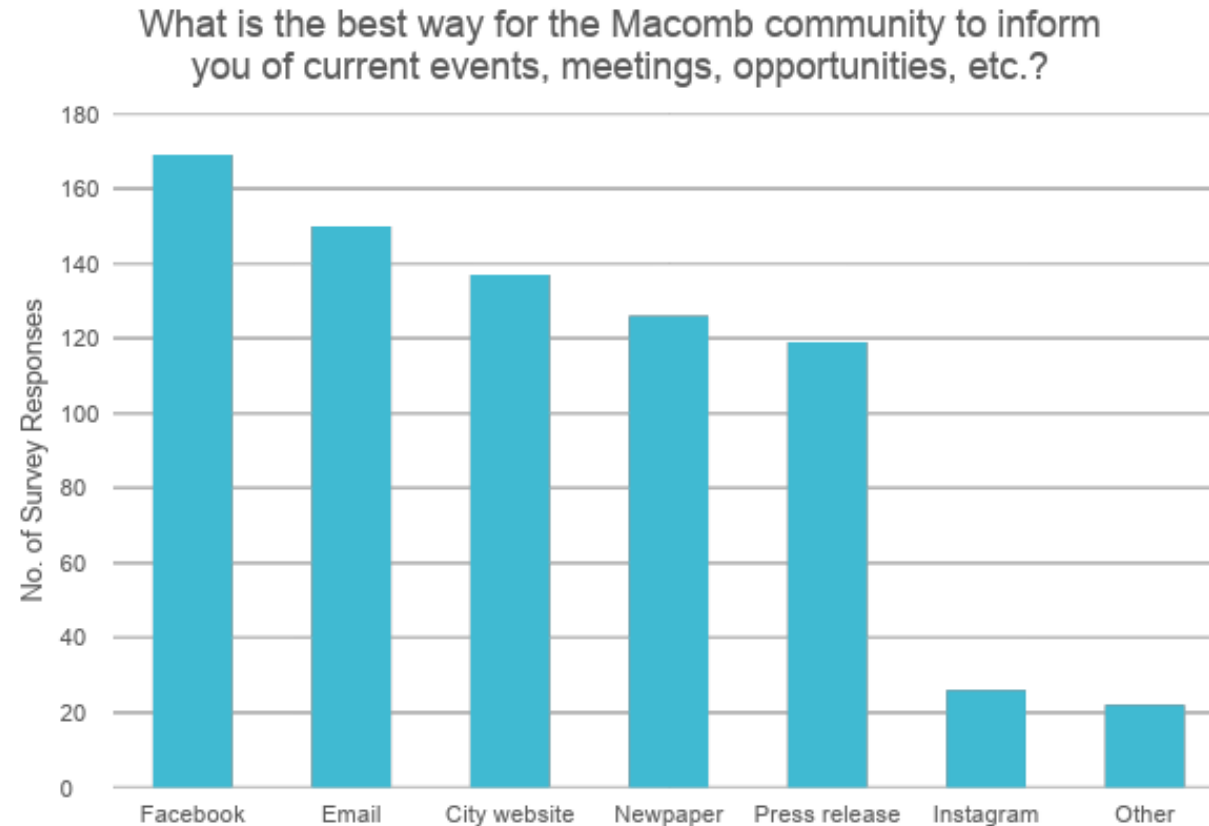


All nonsignificant



How can the Macomb community inform residents on how, when, and where to obtain information and services?

What is the best way for the Macomb community to inform you of current events, meetings, opportunities, etc.?



Many survey respondents identified more than one choice



# Section 7

## Resources and Opportunities



# Resources and Opportunities Questions

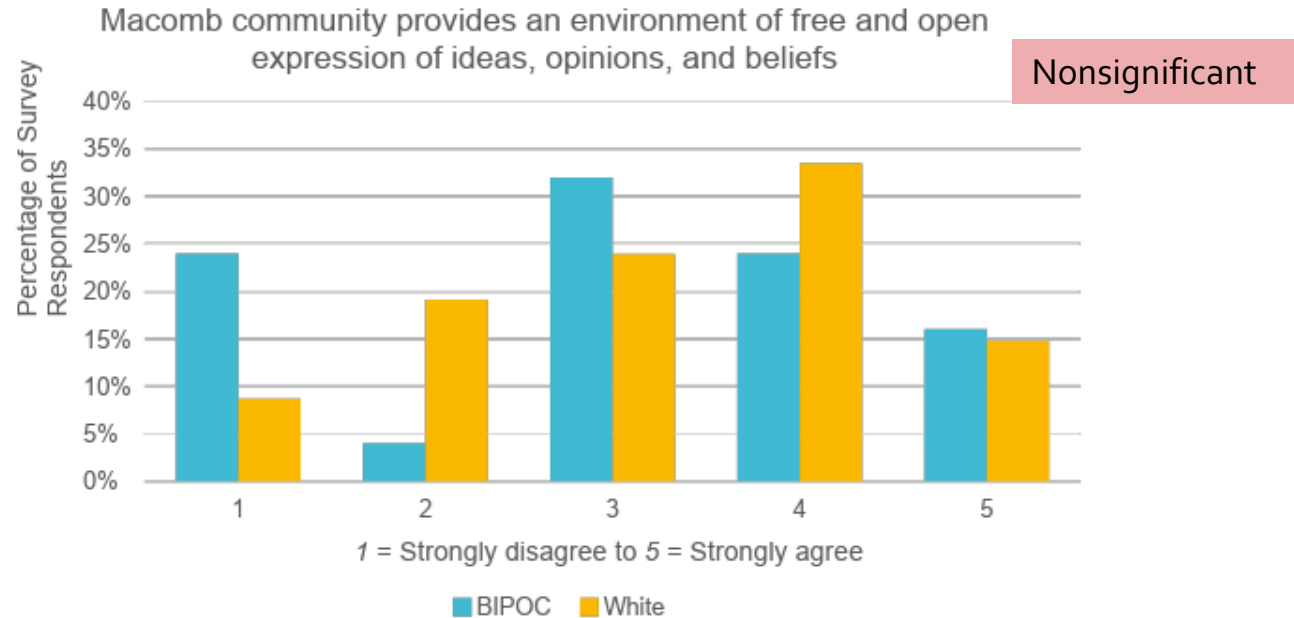
- The Macomb community provides an environment for the free and open expression of ideas, opinions, and beliefs.
- I know where to access resources to help me succeed within the community.





# Resources: Responses by Race

BIPOC [ $n = 25$ ];  
White [ $n = 230$ ]

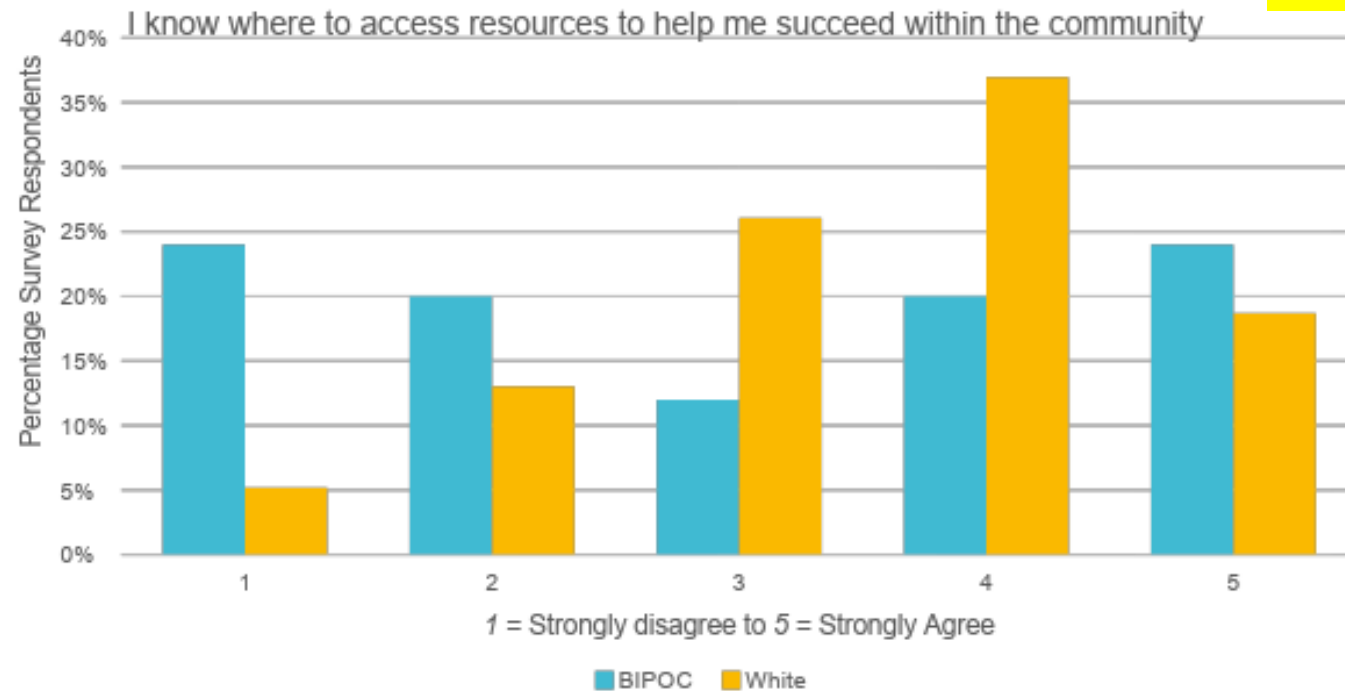


How can the Macomb community close the gap on free expression of ideas, opinions, and beliefs?

# Resources: Responses by Race

BIPOC [ $n = 25$ ];  
White [ $n = 230$ ]

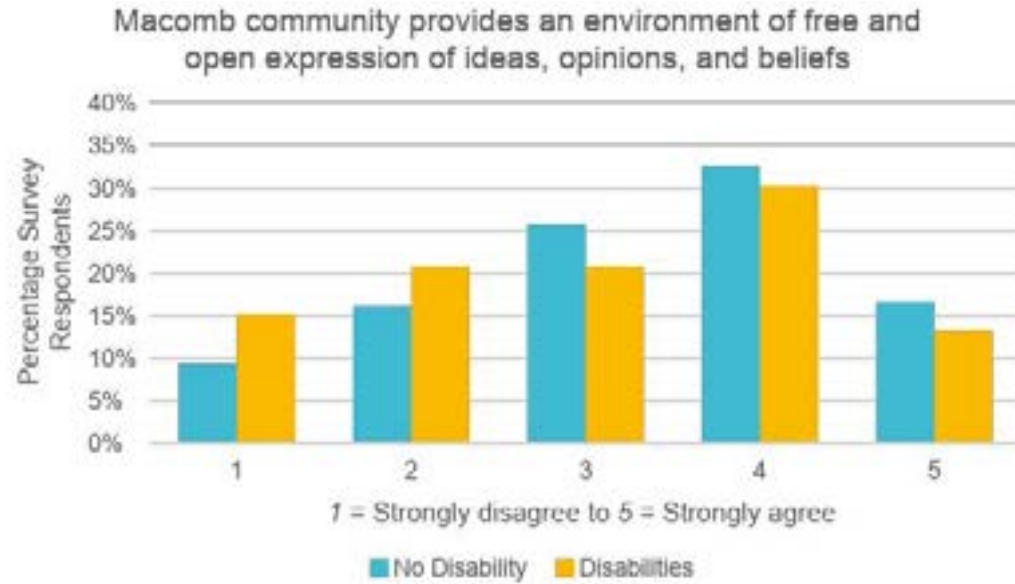
Significant



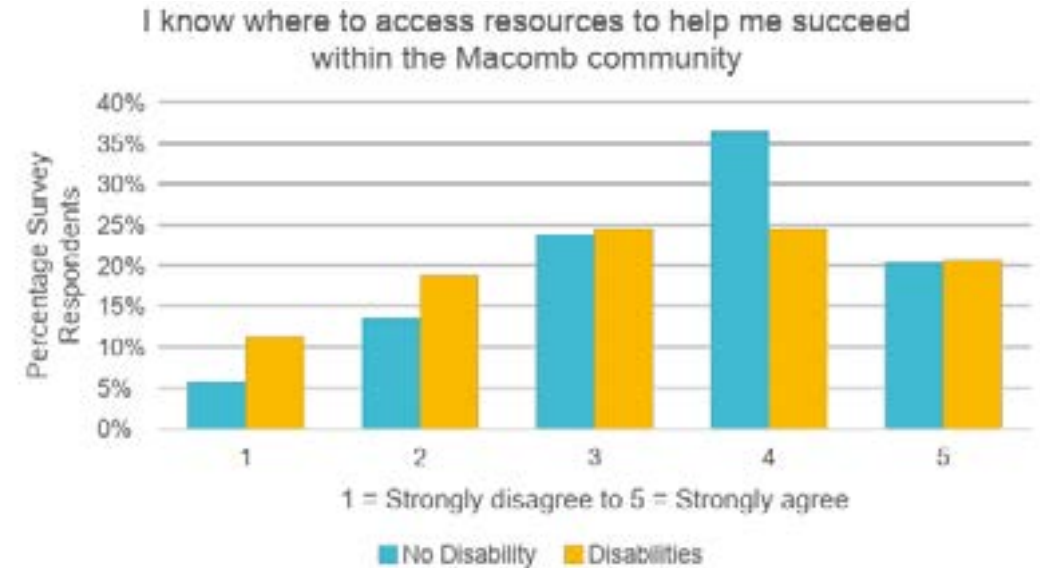
How can Macomb community close the gap on informing residents on accessing resources to succeed within the community?

# Resources: Responses by Disability Status

No disability [ $n = 206$ ];  
Disability [ $n = 53$ ]



Nonsignificant



Nonsignificant



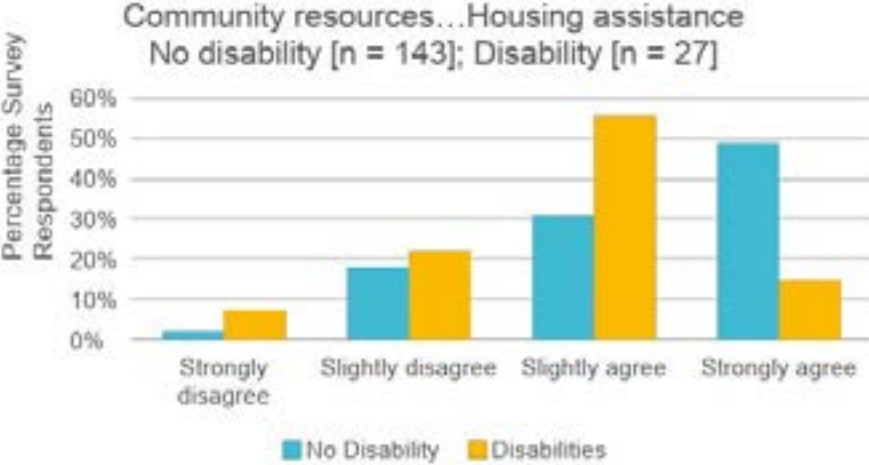
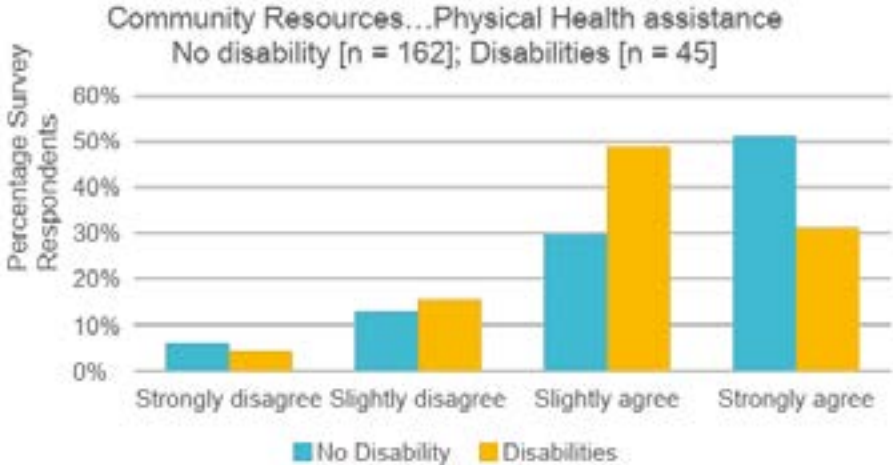
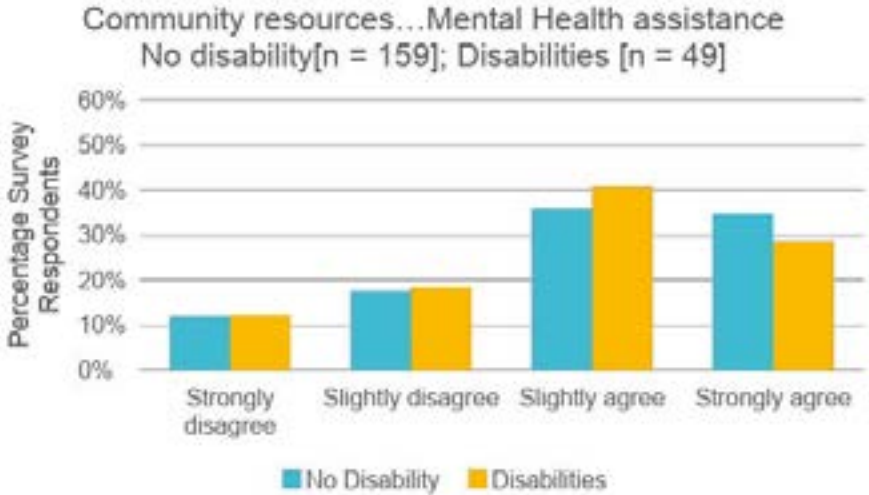
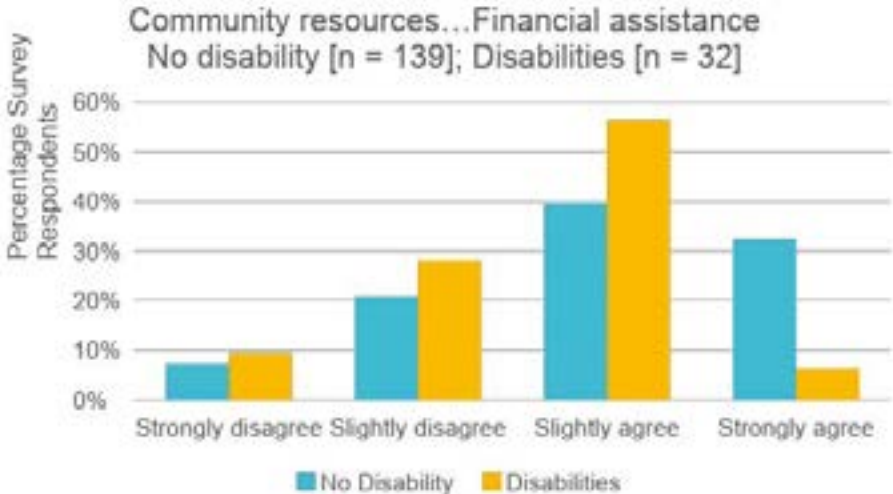
# Resources and Opportunities Questions

- The community has resources available to me if I am struggling/in need of \_\_\_\_\_ assistance. [**Financial**]
- The community has resources available to me if I am struggling/in need of \_\_\_\_\_ assistance. [**Mental health**]
- The community has resources available to me if I am struggling/in need of \_\_\_\_\_ assistance. [**Physical health**]
- The community has resources available to me if I am struggling/in need of \_\_\_\_\_ assistance. [**Housing**]

Prefer not to respond/unsure responses, as well as to better make meaning from the remaining responses.

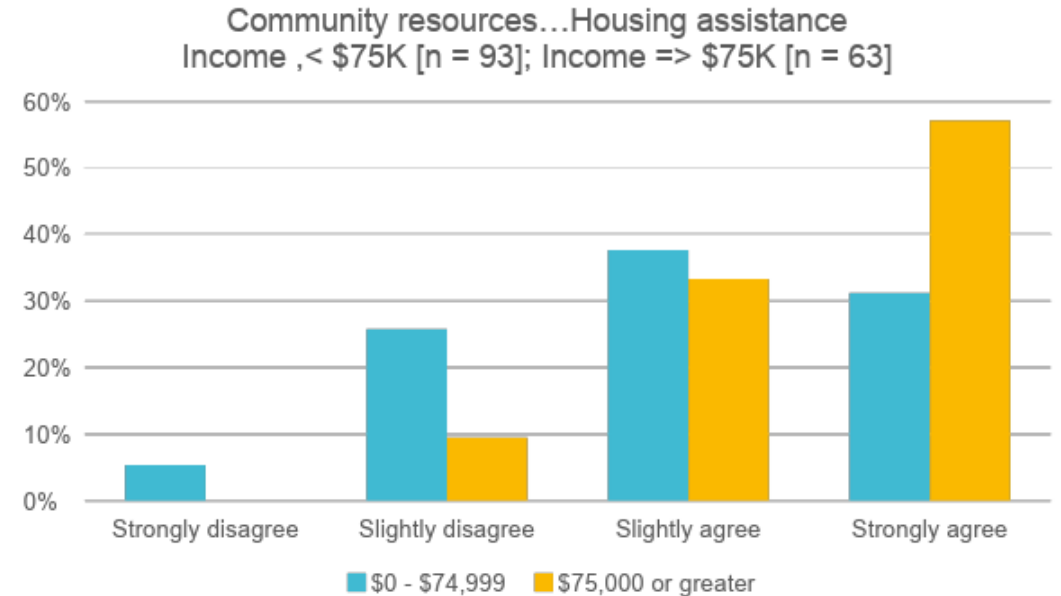
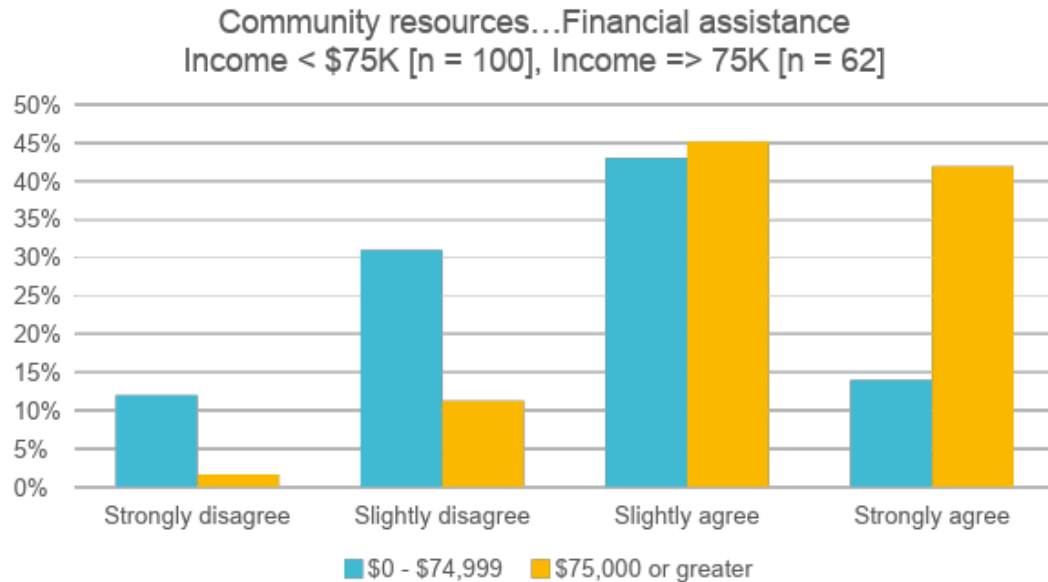


# Resources and Opportunities: Disabilities



How can Macomb ensure all residents are aware of the resources available to them?

# Resources and Opportunities: Income



How can Macomb close the gaps between peoples' perspectives on available resources within the community?

# Resources and Opportunities Questions

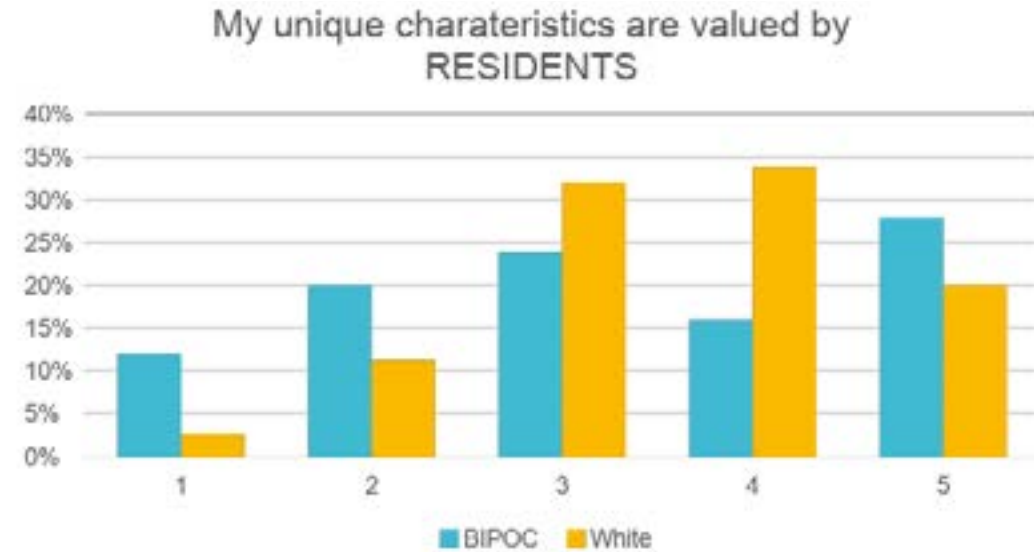
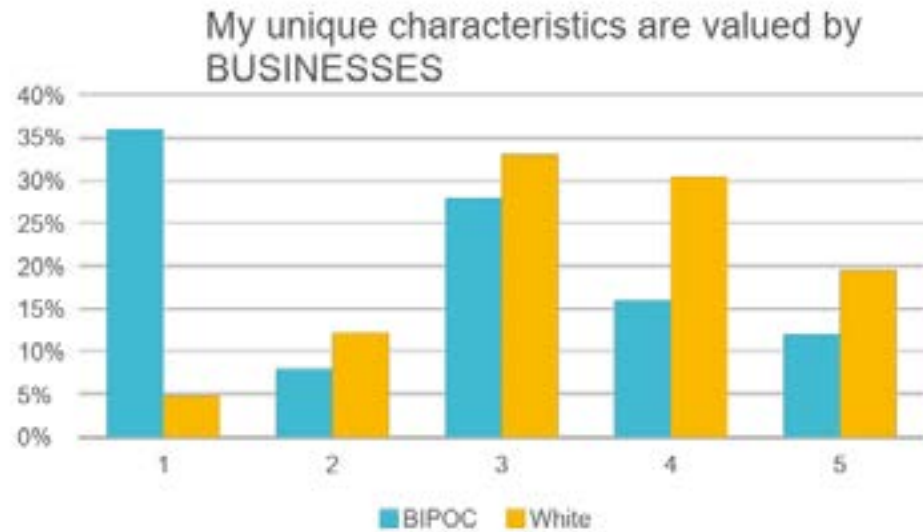
- I feel that my unique characteristics and background are valued by **BUSINESSES** within the Macomb community.
- I feel that my unique characteristics and background are valued by **RESIDENTS** and the Macomb community as a whole.
- I feel welcome to participate in community-wide activities, events, and programs.



# Resources and Opportunities Questions

Rating Scale 1= Low to 5 = High

BIPOC: [n = 25];  
White: [n = 230]



How can the Macomb community close the gap on how peoples' unique characteristics are valued by businesses and residents?

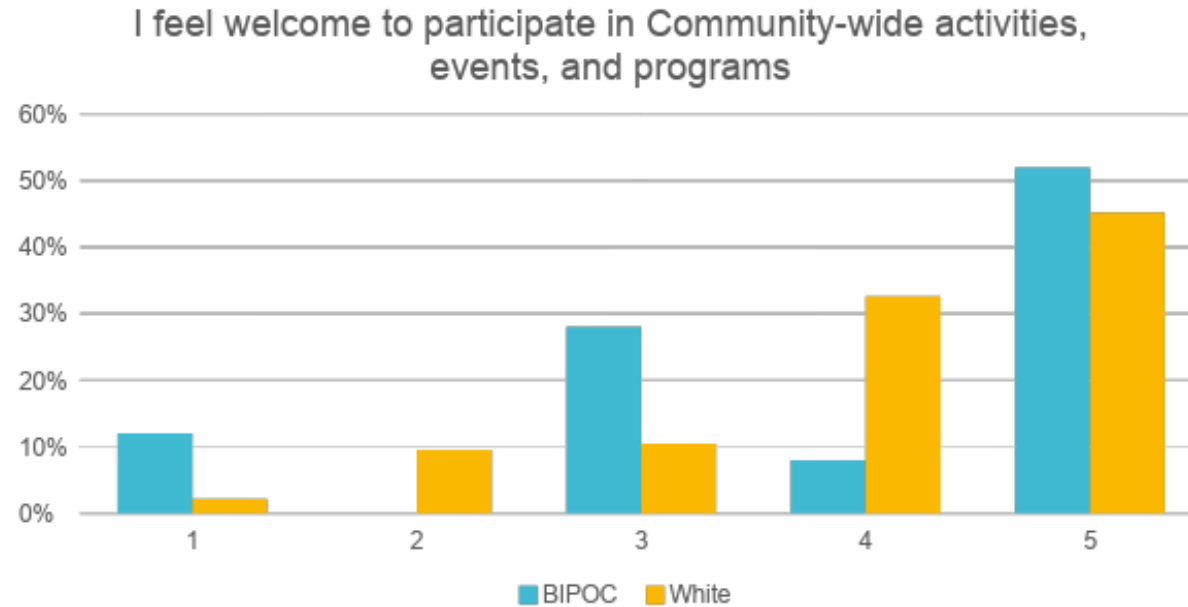




# Resources and Opportunities Questions

BIPOC: [ $n = 25$ ];  
White: [ $n = 230$ ]:

Rating Scale 1= Low to 5 = High



How can the Macomb community close the gap between BIPOC and White?



# Section 8

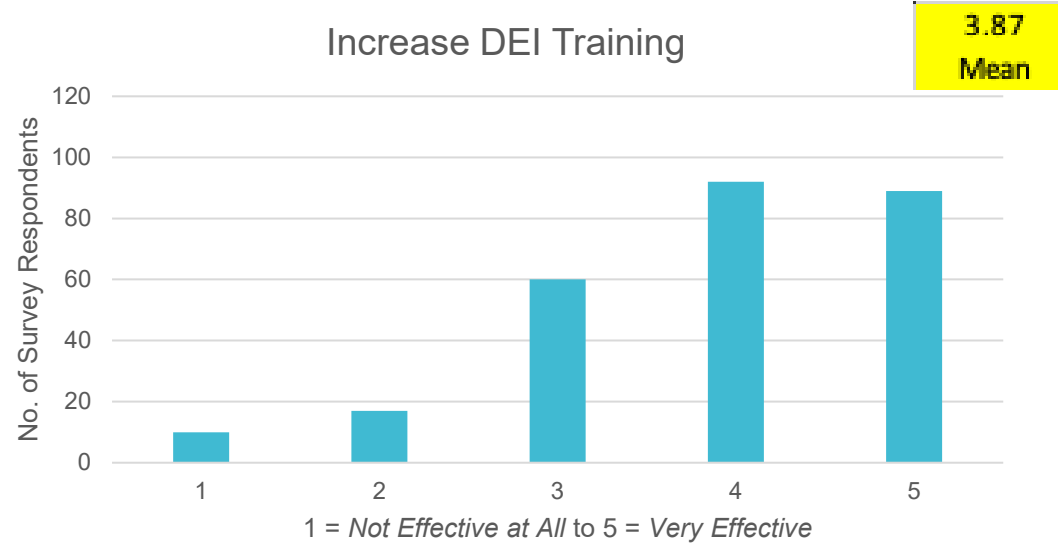
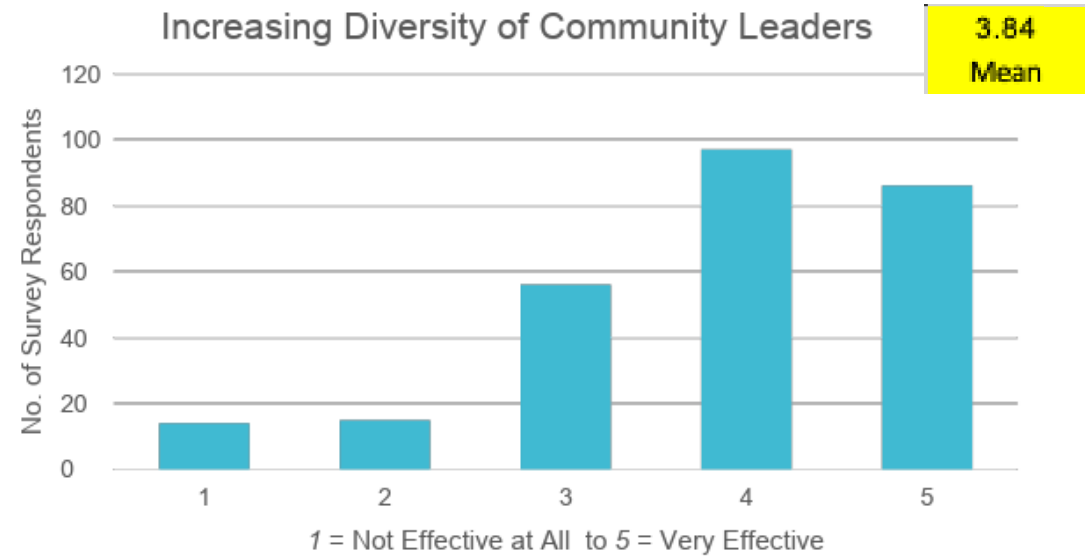
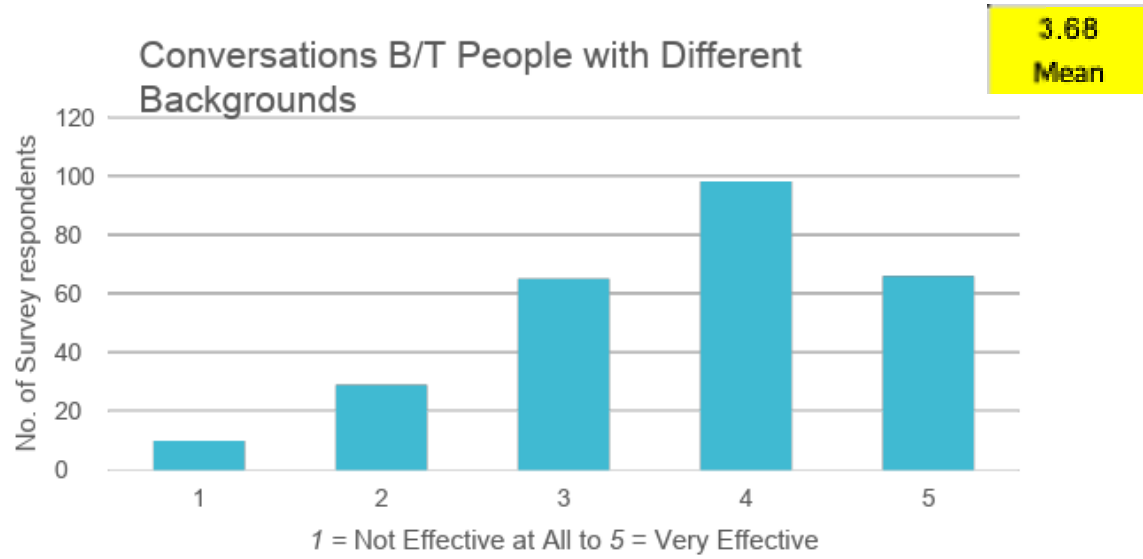
## Possible Initiatives



**Possible Initiatives:  
Please rank how effective you feel the possible initiatives could be within our community.**

- Events that allow for conversations between people of various backgrounds.
- Increasing the diversity of community leaders to ensure they best represent the Macomb community (race, religion, gender, ability status, etc.)
- Community leaders (such as city council) receiving diversity, equity, and inclusion training, in addition to city employees.





**Possible Initiatives:  
Please rank how effective you feel the possible initiatives could be within our community.**

- Please rank the priority of the following possible initiatives for the Macomb community to demonstrate its commitment to diversity, equity, and inclusivity. **[Hiring initiatives]**
- Please rank the priority of the following possible initiatives for the Macomb community to demonstrate its commitment to diversity, equity, and inclusivity. **[Action plans]**
- Please rank the priority of the following possible initiatives for the Macomb community to demonstrate its commitment to diversity, equity, and inclusivity. **[Cultural activities or programs]**
- Please rank the priority of the following possible initiatives for the Macomb community to demonstrate its commitment to diversity, equity, and inclusivity. **[Task forces]**
- Please rank the priority of the following possible initiatives for the Macomb community to demonstrate its commitment to diversity, equity, and inclusivity. **[Trainings]**
- Please rank the priority of the following possible initiatives for the Macomb community to demonstrate its commitment to diversity, equity, and inclusivity. **[Highlight the community's accomplishments]**

**Possible  
Initiatives  
Ranked  
( Mean Scores)  
Scale: 1 = Low  
to 6 = High**

- 1) Cultural activities ( $M = 4.36$ )
- 2) Hiring initiatives ( $M = 4.26$ )
- 3) Trainings ( $M = 4.05$ )
- 4) Action plans ( $M = 3.84$ )
- 5) Highlight community accomplishments ( $M = 3.73$ )
- 6) Task force ( $M = 3.38$ )



# Takeaways

## Positives

- *Priority:* Macomb residents regardless of race, education, and income rated diversity and inclusion strengths and opportunities consistently.
- *Relationships:* Positive relationships and interactions exist between many different groups.
- *Effort:* 136 respondents took the time to write in their own ideas on how to improve DEI in Macomb.

## Challenges

- *Race / ethnicity:* BIPOC & White respondents don't feel similarly valued by businesses and residents, BIPOC residents feel they have to work harder, and have worse experiences with regard to harassment and discrimination or organizations taking action against discrimination
- *Income Level:* Lower-income residents are not as aware of community resources and opportunities and don't feel as valued and included as higher-income residents.
- *Gender / Sexual Orientation:* Females / LGBTQA+ feel less safe than men / straight
- *Political views:* Liberal views have worse perception of their treatment than conservative
- *Accessibility:* Opportunities exist to improve accessibility and to inform residents on how, when, and where to obtain information and services

## Possible Solutions

- *Top ideas:* Communication, Cultural events, Hiring initiatives, DEI training

# Questions?

**Text: 22333, the word:  
OHFM858**

