

NEBRASKA TAXPAYERS FOR FREEDOM ISSUE PAPER: DOUGLAS COUNTY DIVERSITY SYSTEM DISCRIMINATES AGAINST WHITES.

BACKGROUND. Several months ago, Douglas County Commissioners wasted taxpayer money by hiring a full-time diversity czar. Commissioners announced the Diversity, Equity and Inclusion (DEI) officer position as a means to make the county government a more equitable place to work and serve. A DEI strategy committee created this position after working on inclusivity initiatives for several years. The committee included all county elected officials, department heads, and several administrative officers. This officeholder also will work with both the juvenile and adult justice systems in the county to address alleged racial disparities for those incarcerated. The county board hired Marisa Hattab, who previously worked for Mentor Nebraska as associate director of partnership, development, and training. While at Mentor Nebraska, Hattab created DEI training and curriculum and helped prepare a racial equity plan. Her new position is to review policies, procedures, and job descriptions to make this county more reflective of county population and to promote additional inclusion of minorities. The county DEI officer “works to eliminate systemic organizational marginalization and promotes inclusion evidenced through county structures, customs and leaderships.” Since the inception of this position, diversity, equity, and inclusion, otherwise known as Critical Race Theory, has infiltrated all facets of county government. Indoctrination of employees together with obvious discrimination against current White employees and future job applicants.

ITS IMPLEMENTATION. In its diversity, equity, and inclusion commitment statement, the new dept. boasts of the county committing to cultivating a culture that is equitable, inclusive, and diverse. Its belief is that the county workforce should reflect the wide diversity of communities and voices, that the county should elevate minorities. The county health dept. then declared racism a local public health crisis. County leaders participated in a racial equity workshop, and commissioners and chief administrative officer dedicated efforts and intention to make CRT an organizational commitment and focus in every county department. The county board paid a consultant from TouchStone Strategic Consultants to help implement the plan. Specific personnel assigned to develop CRT initiatives across all departments and monitor and report on progress of every CRT effort. Partnering with the Director of Human Resources to remove



unconscious bias in personnel policies and processes, assess processes, highlight blind spots/growth opportunities, and increase community awareness of key initiatives/activities. Developing trainings, programs, and initiatives aimed at addressing CRT needs. The diversity czar responsible for providing strategic guidance in operationalizing CRT within the structure of the county culture and business operations. Her core responsibilities as follows: Managerial leadership focused on equity and interculturally competent management practices partnered with a countywide cultural competency assessment. To establish an Inclusive Leadership development program for elected officials, department heads, and managerial and supervisory staff. This program must provide opportunities, consistent support, and accountability for all county leaders, which can help to address several of the inconsistencies of staff experiences illuminated in a bias assessment. Last November, the diversity czar presented her 22-page

diversity, equity, and inclusion action plan to county commissioners. The plan advised inclusive leadership training for higher-level staff members. Commissioner Borgeson is pleased with the action plan presented and looks forward to making Douglas County a leader in CRT.

WORKPLACE INCLUSIVITY. Soon, the development, implementation, and delivery of a cross-department culture audit and county CRT survey. A cultural audit will help to assess where the county stands, and if county workplace culture is supporting core diversity values. It will help to assess the effectiveness of our working environments, employee engagement, and internal communications. Development of core competencies training in implicit bias, CRT 101. To establish social and emotional learning skills and accessibility, etc., to ensure staff treat each other with respect and value. Human Resources (HR) and other policy-making staff must go through a CRT policymaking course to infuse inclusive policies at all levels of county practices. Recommendation to hire a CRT professional who specializes in policy reform to educate policymaking employees with proper scope to change, eliminate, or reform existing policies to make them more equitable and inclusive. Creating core structures of accountability to CRT in both policy development and review essential to ensuring CRT commitment fully integrated, comprehensive, and institutionally sustainable. The county will create a policy for HR to review all job posting processes to ensure that departments are utilizing county-community partnerships and/or seeking additional avenues to support intentional outreach to all demographic groups regarding county job openings. Utilizing the CRT Executive Advisory Board and staff to collectively agree upon core values, characteristics, and attributes that all employees should possess and then align those principles to all marketing materials, job posting

qualifications, interview questions, and hiring processes. The county seeks a larger pool of qualified diverse applicants and internal applicants. Douglas County will work with institutions, organizations, and community groups that assist in recruiting diverse talent.



CRT POLICIES & PROCEDURES. Douglas County will develop a process to regularly review and update existing policies to eliminate implicit bias, unintended consequences, and systemic inequity among employees. An effort to review and/or create standardized policy development guidelines integrated with CRT criteria for utilization across all departments. Explicit guidelines will provide support and accountability across departments to ensure that key CRT considerations integrated into all policy development, which is essential to sustaining organizational growth toward an inclusive service and work environment.

THE RESULT. The result of this infusion of CRT into county government will have several

negative results. Whites will suffer in hiring and promotion. Critical jobs will not go to the most proficient but to those in a favored quota. Morale will suffer among non-minority employees. Retention of key employees will drop. Overall county efficiency will tumble. Taxpayer dollars wrongfully reserved for and spent on social justice employment schemes. All these negative results, because Douglas County Commissioners wish to satisfy and become popular with popular progressive politics. Lobby your county commissioner today to terminate this diversity officer and her programs, saving taxpayer dollars. Email netaxpayers@gmail.com for county commissioner contact information and to join our NTF *County Watch Project*.

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