



CELEBRATING DIFFERENCES

Partnerships for Successful Georgia Cities

EMBRACE
Embracing Equity & Inclusion. Celebrating Differences.



EMBRACE INITIATIVE



Georgia City Solutions (GCS) recognizes that cities have different E&I challenges. The EMBRACE program provides flexible and scalable programs to assist in developing an actionable path forward.

“We created the EMBRACE Program to help municipal leaders cultivate inclusive, equitable and diverse communities.”

~Freddie D. Broome, Director of Equity and Inclusion, Georgia Municipal Association

EMBRACE

Embracing Equity & Inclusion. Celebrating Differences.



Our DE&I mission is to embrace differences and encourage belonging by fostering relationships to advocate community engagement, equity, and inclusion. We are committed to educating and nurturing employees, member cities, business and community organizations to embrace differences for the betterment of all.

Our Goals and Priorities

- Equip cities with tools and resources to combat institutional and systematic racism, violence, acts of injustice, inequity and intolerance.
- Foster healthy lines of communication that yield sustainable change.
- Deliver training and technical assistance to cities.
- Execute on the recommendations of the Georgia Municipal Association’s Equity and Inclusion Advisory Council.

“As a leader, I’m committed to continuous education and feel it is incumbent for those of us in leadership positions to engage in those opportunities that broaden our perspective and highlight the issues that present challenges to our workforce and communities.”

~ Mayor Randall Walker, City of Perry, GA

PROGRAM IMPACT*



EMBRACE
>7,000 direct touch points to city officials & partners representing
>1M citizens



~300 DE&I sessions delivered



>500 newly elected city officials participated in DE&I training

*1/1/2021 to 1/1/2023.

DE&I PROGRAMS & SERVICES



Technical Services

We provide consultation and coaching services to support a municipality's DE&I focus. Our team helps facilitate essential DE&I conversations to support meaningful and constructive dialogue for cities and their communities. Other technical services:

- **Public Safety Interview Panels** – Provide subject matter DE&I expertise in the selection process for senior public safety staff recruitments.
- **Emotional Intelligence (EI)/Emotional Quotient Inventory (EQ-I)** – Provide assessments and reports focused on key EQ-I areas to assess and develop strategies for individuals, senior leadership, department teams, and the overall workplace.



Training

GCS provides customized DE&I training programs to cities and partner organizations.

- **Valuing Differences-Building Stronger Teams** – This three-hour training helps elected officials and municipal leaders build stronger teams by managing emotions, embracing differences, and promoting an inclusive culture where everyone feels valued.
- **Nurturing Civil Workplace Culture** – This three-hour training aims to help employees recognize the importance of respecting differences, embracing equity, creating inclusion, and nurturing civil workplace culture.
- **Managing Unconscious Bias** – This three-hour training explores bias theories and the intrinsic connection between our biases and identities.
- **Emotional Effective Leader Workshop** – This eight-hour workshop helps leaders determine their strengths and what parts of their emotional intelligence profile can help them grow as leaders.
- **How to Develop a Diversity Recruiting Program** – This three-hour workshop provides participants with an understanding of developing, implementing, executing, and evaluating diversity programs designed to recruit and embrace a culturally diverse workplace.



EMBRACE Webinars

Offered throughout the year, the EMBRACE Webinar series enhances the knowledge, skills, and ability of municipal leaders and staff as they seek to create and sustain a culture of change that embraces diversity, creates equitable opportunities, encourages inclusion, and fosters a sense of belonging within the city government itself and the broader community.



Certificate & Certification Programs

The programs are designed to help cities and city leaders promote equity and inclusion within their government and community.

- **Municipal Leader Diversity, Equity, and Inclusion Certificate Program** – This eight-month program is designed to equip municipal leaders with the knowledge, tools, and resources to create a foundation for sustainable, equitable, and economic prosperity for their city and its residents by creating an environment that values differences, fosters relationships and seeks a spirit of belongingness.
- **Certified City of Diversity, Equity, Inclusion, and Belonging (Certified City of DEI&B) Certification Program** – This program recognizes cities that adopt policies and practices that promote equity and inclusion within their municipal government and community in seven categories.



Embrace Civility Initiative

Encourages elected officials to nurture a civil environment. "Civility" refers to the ability to acknowledge the humanity of others, which is a necessary component of sociability. It enables us to live, work, and play in organizations and communities respectfully and kindly. By adopting the model Embrace Civility Pledge, the governing body demonstrates a commitment to fostering a social environment where everyone is treated civilly and respectfully.

Learn more about EMBRACE programs and services by contacting **Freddie Broome, fbroome@gacities.com, or Alexandra Campos Castillo, acampos@gacities.com, or by visiting our website.**



Scan to learn more.

ABOUT GCS



Georgia City Solutions, Inc. (GCS) is a 501(c)(3) organization created in 2018 by the Georgia Municipal Association (GMA) to help cities address the challenges of intergenerational poverty. Governed by a 12-member Board of Directors and guided by three advisory councils, the work of GCS promotes economic mobility as a means of combating intergenerational poverty.

GCS has successfully launched programs in three initial focus areas, including Equity and Inclusion (E&I), Municipal Workforce Development, and Youth Leadership and Engagement. GCS is helping cities create a path forward with our unique approach of scaling, replicating, and customizing programs to suit the needs of each municipal government and partner organization we work with.



MEET THE GCS TEAM:

(left to right) Alexandra Campos Castillo, Freddie Broome, Kay Love, Brian Wallace, Nicole Brown

OUR MISSION

The mission of Georgia City Solutions (GCS) is to establish and support innovative programs, solutions and research aimed at building vibrant, economically prosperous, and well-managed cities, and improving the quality of life of municipal residents.

WHAT WE BELIEVE



Strong, vibrant, and well-managed cities are essential to the quality of life and prosperity of the state of Georgia.



Every city and every resident deserve the opportunity to reach their full potential.



The major challenges which are holding cities and their residents back are grounded in the outcomes of intergenerational poverty.



Comprehensive strategies are necessary to address systemic conditions and policies that foster inequities and perpetuate the outcomes of intergenerational poverty, such as low academic achievement, lack of a trained workforce, and poor health outcomes.



Collaborative efforts and strategic partnerships must be undertaken, which require the active involvement of state and local government officials, as well as the private and nonprofit sectors, academia, the philanthropic community, and individuals impacted by these challenges.



City leaders are well suited to convene stakeholders in their community to tackle serious, persistent community challenges.



The role of GCS is to bridge gaps, not duplicate, by launching and supporting programs through strategic partnerships and by leveraging and coordinating the work of multiple organizations to have a greater impact on GCS focus areas.

