CONTENTS

DIRECTOR’S NOTE: 3

GOALS: 4-16

HIGHLIGHTS: 17-22

Appendix:

Partnerships & Programs: A
Cultural Intelligence Comm.: B
DE&I Work Group: C
As 2021 comes to a close, the work of the DE&I Office remains strong. All five strategic priorities continue to move forward, making Ottawa County a Place Where You Belong.

This year’s focus was building on the foundation of the work started; this includes strengthening partnerships, processes and programs.

Thank you to the leadership of the County and the community for sustaining these efforts and investing in the economic viability of our community.
STRATEGIZE

Create and carry out a strategic plan for Diversity, Equity, and Inclusion
**KEY TAKEAWAYS:**

**PURPOSE:** To operationalize DE&I in Ottawa County

**STATUS:** Ongoing

**STAKEHOLDERS:** DE&I Workgroup, County Administration, County Employees

**DESCRIPTION**

The DE&I Strategy helps sustainably operationalize DE&I work throughout the County within individual departments. This is one of the five goals of the DE&I Office.
January of 2021, the Ottawa County Diversity, Equity and Inclusion (DE&I) Workgroup continued to meet.

The OCDE&I Workgroup consists of 10 county employees across different departments and levels of leadership to assist the DE&I Office in prioritizing the KPI Rankings and the implementation of the DE&I Strategic Plan.
Partner with local cities and townships
**LOCAL MUNICIPALITY CONNECTION**

**EXPECTED TIMELINE**

**KEY TAKEAWAYS:**

**PURPOSE**: Continuing excellent customer service  
**STATUS**: Ongoing  
**METHOD**: Multi Training Systems (MTS) Consulting  

**DESCRIPTION**:  
A Learning Community of Practice (LCoP) is a group brought together by a common interest and a shared commitment to learning. This group is defined by obtaining knowledge and guidance, rather than by task, and exists because inclusion in this group brings value to each participating municipality.
LOCAL MUNICIPALITY CONNECTION

EXPECTED TIMELINE

Session 1
Equity Vision Statements (Part 1)

Session 2
Equity Vision Statements (Part 2)

Session 3
Equity Vision Statements (Part 3)

Session 4
Skill Building and Strategy Development

Session 5
Action Planning (Part 1) Community History

Session 6
Action Planning (Part 2)

Session 7
Action Planning (Part 3)

Session 8
Action Planning (Part 4)

Session 9
Action Planning (Part 5)

Session 10
Action Planning (Part 6) Presenting Findings, Goals, and Strategies (Part 1)

Session 11
Presenting Findings, Goals, and Strategies to the Community (Part 2)

Session 12
Presenting Findings, Goals, and Strategies to the Community (Part 3)
Eliminate bias from County programming, processes, and decision-making
The Ottawa County DE&I Office completed the Racial Equity Toolkit. Moving forward, this Racial Equity Toolkit will be used as part of the greater DE&I Strategy.

Removing and/or significantly reducing implicit bias from programming, procedures, and decision-making leads to increased engagement and accessibility to services and operations.

This will be rolled out to departments with the DE&I Strategy when KPI rankings are completed by the Workgroup 2.0.

**SUMMARY:**

**PURPOSE:** To eliminate bias from our programming, processes, and decision-making  
**STATUS:** Complete  
**STAKEHOLDERS:** Ottawa County employees, leadership, and municipalities
Support the work and strategic plan of the Cultural Intelligence Committee
This year, the Diversity Forum showcased the incredible ways the local community is addressing safety and health. Safety is often thought of first as “public safety” when in fact, there are other aspects of safety that often get overlooked. Social safety is just as important as physical to keeping a community vibrant and sustainable.

In addition, when we talk about health, it is beyond physical. Mental, psychological, and social determinants of health are what make this topic holistic. Being able to share the stories, impacts, and approaches from partners addressing equity within safety and health at this year's Diversity Forum continues to give all of us a place to learn from one another and keep getting better.

Out of the 230 Participants, 80 submitted survey feedback regarding their experience.
In 2021 the CIC Newsletter was launched with the purpose to inform County employees on local events, businesses, or cultural awareness opportunities in the community.

The goal of the newsletter is to keep subscribers informed and engaged to actively participate.

The Ottawa County Cultural Intelligence Committee (CIC) invites you to participate in the 2021 Diversity Book Challenge! Last year, Ottawa County employees read 67 books as part of this challenge. In 2021, the CIC is challenging employees to read 75 books by diverse authors. We believe in the power of stories to increase our understanding and empathy of people whose backgrounds may be different than our own.

In 2020, 97% of employees who read a book stated that the book increased their understanding of people whose background is different than their own.

Additionally, if employees choose to purchase a book, the project will help support the work of diverse authors.

The CIC has created a book list of recommended books. All of the books are written by authentic voice authors, or people who are writing characters that are reflective of the author’s own cultural background. There are books for adults, juveniles and even children’s books.

What do I need to do?
- Sign up here to participate.
- Read one book on the recommended book list.
- Complete the feedback form once you are done with your book.

Given the COVID-19 Pandemic, in person events were limited. However, the CIC was intentional to attend two outside cultural events: The LAUP Gala in October and the Black Gala supporting I AM Academy.
PLAN

Create a welcoming initiative to attract, retain, and support marginalized communities
**G4G WELCOMING INITIATIVE**

**SUMMARY OF G4G AWARD:**

**PURPOSE:** The DE&I Office is creating a welcoming plan using the Gateways for Growth (G4G) Research award to better understand how immigrant populations impact our economy, and how Ottawa County has been shaped, strengthened, and enriched.

**IMPORTANCE:** Having access to this important data will inform us on our immigration inclusion planning efforts, which is a benefit to us all. Ottawa County and 18 others in the newest cohort, join a network of 71 localities deploying economic research and multi-sector welcoming plans to forward inclusion and economic opportunity for all.

**ABOUT THE ORGANIZATIONS:**

G4G is a competitive opportunity for localities to receive research support and technical assistance from NAE and Welcoming America to improve immigrant inclusion in their communities.

NAE is a bipartisan research and advocacy organization fighting for smart federal, state, and local immigration policies that help grow our economy and create jobs for all Americans.

Welcoming America is a non-profit, non-partisan research organization that helps local governments and nonprofit organizations to build a welcoming infrastructure in more than 200 communities across the United States.

Nov 2020

- Ottawa County received G4G Research Award

Oct 2021

- Showcase G4G data at Forum

Nov 2021

- Partnership with Strategic Impact department of Ottawa County

Current

- Build out welcoming plan

**OTTAWA COUNTY G4G steering committee**

- Robert Arief
  Ottawa County
- Eva Alexander
  Lighthouse Immigration Advocates
- Jhy Brooks
  HF Program Communities
- Steve Bulthuis
  Holland Christian Schools
- Guillermo Caseros
  West Allis Health, C.U.C.
- Paul Sachs
  Ottawa County
- Manon Cooper
  Lenawee County
- Esther Freilich
  City of Frankfort
- Priva Guldemortz
  Catholic Archdiocese (Chicago)
- Gloria Lara
  United Way of Greater Austin
- Becky Nettunga
  Ottawa County
- Jodi Owczarski
  Michigan Health and C.U.C.
- Keith VanBeek
  City of Holland
- Pat McGinnis
  City of Grand Haven
**Immigrant Population** in Ottawa County, Kent County & Michigan

15,500

- Immigrants in Ottawa County: 11,300
- Immigrants in East Ottawa County: 4,200

**Immigrant Shares of Total Population:**

<table>
<thead>
<tr>
<th>Location</th>
<th>Share</th>
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<tbody>
<tr>
<td>Ottawa County</td>
<td>5.4%</td>
</tr>
<tr>
<td>Kent County</td>
<td>9.6%</td>
</tr>
<tr>
<td>Michigan</td>
<td>6.8%</td>
</tr>
</tbody>
</table>

**Countries of Origin** in Ottawa County & Kent County

The top five countries of origin for immigrants in Ottawa County in 2019:

1. Mexico 32.4%
2. Laos 9%
3. Vietnam 6%
4. Canada 3.9%
5. Netherlands 3.7%

The top five countries of origin for immigrants in Kent County in 2016:

1. Mexico 24.7%
2. Guatemala 8.3%
3. Vietnam 7.8%
4. Bosnia 4.9%
5. Canada 4.8%

**Immigrants in Key Industries** in Ottawa County

The Top 4 industries with largest share of foreign-born workers:

- **28.7%** Agriculture
- **13.2%** Manufacturing
- **4.7%** Hospitality
- **3.2%** Healthcare and social assistance

**Immigrants living in Ottawa County in 2019 helped create or preserve...**

700 Local manufacturing jobs that would have vanished or moved elsewhere.
HIGHLIGHTS
The DE&I Office serves on the Ottawa County American Rescue Plan Act (ARPA) task force. This task force is responsible for the distribution of $57 million in funding. The role of the DE&I Office is to ensure processes are in place to support the US Department of Treasury’s definition of equitable funding distribution.

The US Department of Treasury encourages uses of ARPA funds that promote strong, equitable growth – including racial equity.

ARPA

ELGL AWARD – ROBYN AFRIK

Each year, ELGL recognizes the top 100 influencers in local government. The List is based on an individual’s influence in their community and outside their community through professional associations, mentoring, and writing. Top 100 influencers were nominated, and Robyn placed at #49 on the list. An excerpt from her nomination reads as follows:

“During a time where DE&I efforts have been increasingly central in organizational planning and public debate, Robyn never shies away from difficult conversations and always jumps at an opportunity to help and guide others to take action to create more diverse, equitable, and inclusive practices. Robyn always strives to build up the people around her and is incredibly thoughtful with her listening, guidance, and advice. Even on the harder days, Robyn leads with energy, passion, and encouragement.”

GVSU AWARD

Jessica Harris, DE&I Intern was nominated and won the award for excellence in promoting inclusion and diversity through Grand Valley State University in the Fall of 2021. This award was given based on the projects she completed within her time in the DE&I office.

Nominees should display active promotion of inclusion and diversity as well as embody the spirit of inclusion with the campus community.
Ottawa County DE&I Office was honored to present at the International City/County Management Association (ICMA) Conference in Portland Oregon. With just over 80+ participants, the office shared lessons learned, best practices and the Power of Belonging.

Participants were also provided the Diversity & Inclusion Guidebook as a resource in partnership with Talent2025.
Ottawa County Leadership from the Family Justice Center partnered with the DE&I Office to gain ideas and learnings about inclusive structures and services through Peckham, a non-profit vocational rehabilitation organization providing job training opportunities for persons with significant disabilities. This tour informed and improved an understanding of how to implement services that are accessible and equitable to all.
The DE&I Office continues forward with strong partnerships building on its first year. Over 50 organizations remain as partners to promote and support the ongoing work of the DE&I Office in Ottawa County. With their leadership, financial sponsors, and resources, Ottawa County can leverage this work for greater impact. Below are just a few of our many partners to thank. Please see Appendix A for a more comprehensive list.
Diversity, Equity, and Inclusion work would not be possible without a supportive group of Commissioners. Through their involvement, dedication to learn, and leadership, we have been able to successfully begin the process of operationalizing DE&I work within the County. The DE&I Office would like to recognize and thank our board members’ for their work within this department, as well as the entire Ottawa County community.
Partnerships & Programs, CIC Members, DE&I Work Group Members
## Appendix A1

**Partnerships & Sponsors for DE&I Office**

### Grand Rapids:
- Kent County
- Meijer
- GR Source
- NAACP
- Grand Rapids Community Foundation
- GR Women of Color Give
- West Coast Chamber
- Out on the Lakeshore
- City Council League of Women’s Voters
- Western Seminary
- Herman Miller Cares
- Children’s Advocacy Center
- City of Holland
- Housing Next
- Holland Public Schools
- Kenowa Industries
- Tiara Yachts
- Cunningham Dalman PC
- The Doug & Ketzi Zylstra Giving Fund
- PADNOS
- Warner Norcross and Judd
- West Michigan Asian American Association
- Grand Rapids Community College
- Foresight
- YWCA West Central Michigan
- Grand Rapids Foundation
- West Michigan Environmental Alliance Coalition
- Cultural Intelligence
- West Michigan Diversity Officer Collaborative
- InForum
- Design Group International
- Kellogg Foundation
- IncludeAll

### Holland:
- Community Foundation of the Holland/Zeeland Area
- Women of Color Give
- West Coast Chamber
- Out on the Lakeshore
- City Council League of Women’s Voters
- Western Seminary
- Herman Miller Cares
- Children’s Advocacy Center
- City of Holland
- Housing Next
- Holland Public Schools
- Kenowa Industries
- Tiara Yachts
- Cunningham Dalman PC
- The Doug & Ketzi Zylstra Giving Fund
- PADNOS
- Warner Norcross & Judd
- Disablity Lakeshore Network
- Holland/Zeeland Area
- Lakeshore Ethnic Diversity Alliance
- Lighthouse Immigration Advocates
- SPOKE
- Holland Township
- Tulip Time
- Herrick Library
- The Brooks Family
- Holland Museum
- Lakeshore Advantage
- Holland Christian High School
- Ready for School
- Latin Americans United for Progress
- Metal Flow Corporation
- West Michigan Community Bank
- Trans-Matic
- Warner Norcross & Judd
- Disability Lakeshore Network
# APPENDIX A2

## PARTNERSHIPS & SPONSORS FOR DE&I OFFICE

### GRAND HAVEN:
- North Ottawa Community Hospital
- Loutit District Library
- Momentum Center
- Shape Corporation
- JSJ Corporation
- North Ottawa Wellness Foundation
- Grand Haven Human Relations Commission

### EAST MICHIGAN:
- Huron Clinton Metroparks
- Washtenaw County
- Michigan Department of Civil Rights
- Michigan Parents of Children with Visual Impairment

### ALLendale:
- Grand Valley State University

### HUDSONVILLE:
- Hudsonville Chamber of Commerce

### ZEELAND:
- Zeeland Township
- Zeeland City
- Disher Design
- Gentex

### NATIONWIDE:
- SAMHSA's GAIN Center
- Government Alliance on Race & Equity (GARE)
- National Drug Court Institute (NDCI)
- Gateways for Growth (G4G)
- New American Economy
- Welcoming America
<table>
<thead>
<tr>
<th>NAME</th>
<th>COUNTY POSITION</th>
<th>DEPARTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judy Kettring</td>
<td>Community Health Worker</td>
<td>Public Health</td>
</tr>
<tr>
<td>Sarah Allen</td>
<td>HR Manager</td>
<td>Human Resources</td>
</tr>
<tr>
<td>Abraham Gonzales</td>
<td>Asst. Public Defender</td>
<td>Public Defenders Office</td>
</tr>
<tr>
<td>Glorie Orozco</td>
<td>Community Health Worker</td>
<td>Public Health</td>
</tr>
<tr>
<td>Emily Renkema</td>
<td>GIS Programmer/Technician</td>
<td>Innovation &amp; Technology</td>
</tr>
<tr>
<td>Cynthia Smeyers</td>
<td>MIHP Social Worker</td>
<td>Public Health</td>
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<tr>
<td>Anna White</td>
<td>Asst. Public Defender</td>
<td>Public Defenders Office</td>
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<tr>
<td>Jessica Irvin</td>
<td>Prevention Specialist</td>
<td>Community Mental Health</td>
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<tr>
<td>Alicia Jett</td>
<td>Probation Specialist</td>
<td>District Court</td>
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<td>Elizabeth Kennicott</td>
<td>Youth Specialist</td>
<td>Public Health</td>
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<tr>
<td>Sierra Schuetz</td>
<td>Health Educator</td>
<td>Community Mental Health</td>
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<tr>
<td>Michael Tamminga</td>
<td>Sergeant 312</td>
<td>Sheriff</td>
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<tr>
<td>Cade Young</td>
<td>Corrections Deputy</td>
<td>Sheriff</td>
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<tr>
<td>Lynelle Voght</td>
<td>Environmental Health Clerk</td>
<td>Public Health</td>
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<tr>
<td>Jamie Talbot</td>
<td>Mental Health Specialist</td>
<td>Community Mental Health</td>
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</tbody>
</table>
# DE&I Workgroup 2.0 Members

<table>
<thead>
<tr>
<th>NAME</th>
<th>COUNTY POSITION</th>
<th>DEPARTMENT</th>
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<tbody>
<tr>
<td>Robyn Afrik</td>
<td>DE&amp;I Director</td>
<td>Administration</td>
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<tr>
<td>Sarah Allen</td>
<td>HR Manager</td>
<td>Human Resources</td>
</tr>
<tr>
<td>Marcie VerBeek</td>
<td>Human Resources Director</td>
<td>Human Resources</td>
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<tr>
<td>Judy Kettring</td>
<td>Community Health Worker</td>
<td>Public Health</td>
</tr>
<tr>
<td>Paul Sachs</td>
<td>Strategic Impact Director</td>
<td>Strategic Impact</td>
</tr>
<tr>
<td>Karen Karasinski</td>
<td>Fiscal Services Director</td>
<td>Fiscal Services</td>
</tr>
<tr>
<td>Jason Shamblin</td>
<td>Parks &amp; Rec. Director</td>
<td>Parks &amp; Recreation</td>
</tr>
<tr>
<td>John Shay</td>
<td>County Administrator</td>
<td>Administrator</td>
</tr>
<tr>
<td>Amy Bodbyl-Mast</td>
<td>Purchasing Manager</td>
<td>Fiscal Services</td>
</tr>
<tr>
<td>Roger Bergman</td>
<td>Commissioner</td>
<td>Board of Commissioners</td>
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