

# THE INCLUSIVE INSIDER

## Message from the Chief Diversity Officer



**Richard M. Potter, Jr.**  
Chief Diversity Officer

Welcome to the inaugural edition of The Inclusive Insider, brought to you by the Division of Diversity, Equity and Inclusion. We are pleased to introduce this newsletter, which is committed to fostering appreciation for diverse cultures and backgrounds while championing community engagement initiatives. During this special occasion of Black History Month, we pay tribute to the remarkable contributions and accomplishments of the Black community. We trust that you will find this newsletter to be an invaluable asset. Wishing you a joyful Black History Month!



### Origin of Black History Month

The roots of Black History Month were planted in 1915, only 50 years after slavery was abolished in the United States, by Carter G. Woodson and Rev. Jesse E. Moorland with "Negro History Week." September of 1915, the Harvard-trained historian Carter G. Woodson and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by Black Americans and other peoples of African descent.

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# THE INCLUSIVE INSIDER

## DEI DATA SPOTLIGHT

### Black or African American Employees in the overall State of Delaware Executive Branch Workforce

The Division of Diversity, Equity, and Inclusion along with all State agencies are committed to ensuring Diversity and Equal Employment Opportunities across all state jobs. This is exemplified by the steady increase in Black Representation in the overall Executive Branch workforce in the last five years. Additionally, Black Representation has significantly increased in the Officials and Administrators, Professionals and Protective Services job categories since 2018, showing growth in decision making and public facing roles.

The table below shows the representation of Black or African American Employees in the overall State of Delaware Executive Branch Workforce. In the table, Black representation is broken down by both gender and EEO-4 employment categories. The EEO-4 designations are broad employment categories, of which all State employees are designated, that are used to simplify and standardize the method of reporting. The eight EEO-4 Categories are Officials and Administrators, Professionals, Technicians, Protective Service, Paraprofessionals, Administrative Support, Skilled Craft, and Service Maintenance.

Black employees represent 28.46% of the total workforce a 0.5% increase from last Fiscal Year (FY22). Black employees overall (male and female), are highly represented in the Paraprofessionals EEO-4 job category at (52%), followed by Service Maintenance (42%), and Office Clerical respectively at (31%). However, Black employees continue to experience underrepresentation in the Technician and Skilled Craft job categories, representing only 14% and 9% of those job categories respectively.

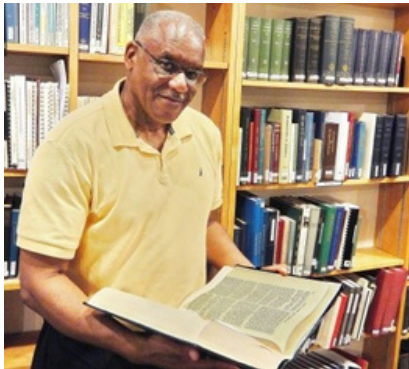
EEO-4 CATEGORY	Male Employees			Female Employees			Total Workforce		
	Black	Not Black	% Black	Black	Not Black	% Black	Black	Not Black	% Black
1 Officials & Administrators	78	337	19%	169	540	24%	247	877	22%
2 Professionals	321	1305	20%	983	2174	31%	1304	3479	27%
3 Technicians	50	439	10%	43	155	22%	93	594	14%
4 Protective Services	537	1508	26%	238	256	48%	775	1764	31%
5 Para Professional	186	135	58%	387	397	49%	573	532	52%
6 Office & Clerical	39	123	24%	334	714	32%	373	837	31%
7 Skilled Craft	65	681	9%	2	21	9%	67	702	9%
8 Service Maintenance	81	132	38%	62	68	48%	143	200	42%
<b>Totals</b>	<b>1357</b>	<b>4660</b>	<b>23%</b>	<b>2218</b>	<b>4325</b>	<b>34%</b>	<b>3575</b>	<b>8985</b>	<b>28%</b>

## Little known Black History Month Facts

- Bayard Rustin, an LGBTQ rights activist, orchestrated the Civil Rights Movement from behind the scenes.
- Maya Angelou was the first Black female cable car conductor in San Francisco.
- To learn more Black History Month little known facts [Click Here](#)

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## Cultural Heritage Month Learning Opportunity



**Mr. Sylvester Woolford,  
Lecturer**

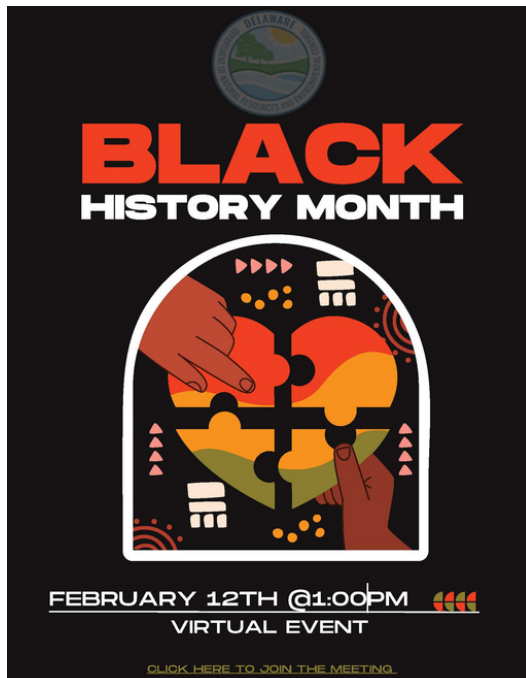
### **The Dover Eight**

**Date: February 20, 2024**

**Time: 10:30 a.m. - 11:30 a.m.**

Are you familiar with the Dover Eight? Harriet Tubman made twenty (20) trips to Dorchester County to free her relatives and other African Americans. On one of these trips, she was trying to free eighteen (18) slaves. Feeling that 18 slaves were too large of a group to travel together; she took ten slaves with her and gave the other eight slaves instructions on how to get to the Underground Railroad. The lecture of The Dover Eight will illustrate to the attendees the reality of the dangers of Harriet Tubman's actions, the consequences of getting caught, and the various ways the Dover Eight negotiated their freedom. [Click Here](#) to register.

## Local Diversity Committee Event



### **DNREC Employees only**

Join us for a dynamic virtual celebration and enlightening presentation Commemorating Black History Month, honoring the rich heritage and profound contributions of the African American community.

**DNREC employees will receive a link to register via email to attend this event.**

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## BLACK HISTORY MONTH COMMUNITY EVENTS



### Delaware History Museum and Mitchell Center for African American Heritage

#### The Space Race

**Date: February 17, 2024**

**Time: 1:00 p.m. - 4:00 p.m.**

Join the Delaware Historical Society's Mitchell Center for African American Heritage for a special space-themed Black History Month Family & Community Day featuring a screening of THE SPACE RACE from National Geographic Documentary Films and family-friendly activities before and after the film. THE SPACE RACE weaves together the stories of Black astronauts seeking to break the bonds of social injustice to reach for the stars, including Guion Bluford, Ed Dwight and Charles Bolden, among many others.

[Click Here](#) to register.

## BLACK HISTORY MONTH COMMUNITY EVENTS



### Nikole Hannah-Jones

**Date: February 29, 2024**

**Time: 10:30 a.m. - 11:30 a.m.**

**Save the Date:** Black History Month 2024 with Nikole Hannah-Jones on Thursday, February 29, 2024. Hannah-Jones is an award-winning investigative reporter for The New York Times Magazine, creator of The 1619 Project, and the Knight Chair in Race and Journalism at Howard University. More information will follow.

[Click Here](#) to learn more.



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## BLACK HISTORY MONTH COMMUNITY EVENTS

### Black Male Initiative Conference

Date: February 22, 2024

Time: 8:00 AM - 7:00 PM

[Click Here](#) to register



## BLACK HISTORY MONTH COMMUNITY EVENT

### Delaware Trailblazers

Date: February 3, 2024

Time: 11:00 AM - 2:00 PM EST

Delaware Trailblazers, the 2024 Black History Month kick-off celebration will explore the deep impact of Delaware African trailblazers through performances, demonstrations, history displays, and more.

This event will also feature information tables and merchant vendors. All ages. FREE Girl Scouts of all levels will earn a Black History Month fun patch (while supplies last).

[Click Here](#) to register.



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## BLACK HISTORY MONTH COMMUNITY EVENT



**Creating a community, leaving a Legacy**

**Date: February 10, 2024**

**Time: 11:00 a.m. - 3:00 p.m. EST**

Join us for the 6th Annual Black History Month Celebration! Free admission, Family Friendly, Live Performances. Presented in cooperation with: Route 9 Library & Innovation Center, The Christina Cultural Arts Center, Delaware Historical Society's Mitchell Center for African American Heritage, and the Route 9 corridor! [Click Here](#) to register.

## BLACK HISTORY MONTH COMMUNITY EVENTS

# ACLU

## Delaware

**Tragedy on Trial: A Discussion of the Infamous Emmett Till Murder Trial**

**Date: February 15, 2024**

**Time: 7:00 p.m. EST**

Collins' new book reveals as never before the entire and shocking story of the 1955 trial of Emmett Till's murderers. Based on extensive research, and accompanied by photos of the trial, the brisk narrative brings the story alive, revealing all its manipulations of justice.

Panelists include Ivan Henderson, Executive Director of Delaware Historical Society & Mitchell Center for African American Heritage, Fleur McKendell of Central Delaware NAACP, and Cornelius Berry from Ezion-Mount Carmel UMC.

Moderated by Chanta Wilkinson, this discussion is hosted by ACLU Delaware and sponsored in part by Southern Delaware Alliance for Racial Justice, League of Women Voters DE, Delaware Human and Civil Rights Commission, and YWCA Delaware. [Click Here](#) to register.

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A PUBLICATION OF THE DHR DIVISION OF DIVERSITY, EQUITY AND INCLUSION

## BLACK HISTORY MONTH COMMUNITY EVENTS



### Celebrate Black History Month in Delaware

#### [Click Here](#)

This February, support diversity and local economies by attending events in celebration of Black History Month and shopping at black-owned businesses!



### Curated Collection of Content to Celebrate Black History Month

#### [Click Here](#)

PBS will celebrate Black History Month with an expanded new slate of programming, specials, and digital content, shining a spotlight on the diversity of people, stories, and experiences in the Black community.

