



# Diversity, Equity and Inclusion (DEI) Efforts

New Orleans & Company strives to increase diversity, equity and inclusion (DE&I) within our own organization and in support of our members and partner organizations. New Orleans & Company is the proud recipient of the 2023 Acclaim Award for Corporate Leadership by the Forum for Equality.

## INTERNAL Equity Audit

- Performed by Beloved Community, a locally based national nonprofit
- Assessment helps organizations identify strengths and needs in operationalizing their commitments to diversity, equity, and inclusion
- Looks at staff, vendors, board, management, and community members to create an organizational plan for updating company policies, procurement policies and establishing goals.

## DEI Leadership Series by Destinations International

- Director of HR completed a 6-month course conducted by the Ladipo Consulting Group in partnership with Destinations International
- Sessions designed around the topics of Emotional Intelligence, Effective Communication, Microaggressions, Unconscious Bias and Allyship

## Tourism Diversity Matters Training Program

## Founding Member of the local Anti-defamation League's Corporate Council Against Hate

Know Be4 Training and Continue Training

- Ongoing staff-wide training modules

## Procurement Council

- Established to support industry-wide effort to improve supplier diversity

## DEI TEAMS Channel

- Established to help employees easily locate companywide resources

## EXTERNAL

New Orleans & Company has developed important community partnerships with marginalized groups. The company offers reciprocal memberships to increase the number of minority members, support these groups throughout the year and invest in our community's unique culture. The following are examples of several community partnerships New Orleans & Company has with other organizations.

## Made in New Orleans Foundation (MINO)

- Addresses disparities facing hospitality professionals of color

## Anti-Defamation League (ADL) Glass Leadership Institute (GLI)

- Empowers young adults to fight hatred and bigotry in their own communities

## "Everyone's Welcome Here" Campaign

- Gay Cities readers gave New Orleans the distinction of being named second most welcoming city in the world.
- New Orleans scored 100 on the 2022 Human Rights Campaign MEI Rating

## New Orleans LGBT Hospitality Alliance (NOLHA)

- Co-founded by New Orleans Marketing Corporation and New Orleans & Company in an effort to unite local LGBTQIA+ community leaders and allies, grow attendance for local events, and increase LGBTQIA+ visitation to New Orleans.
- Launched a welcoming sticker program to show visitors inclusive businesses



### Travel Unity

- New membership and sponsor

### Youth Force NOLA

- New Orleans & Company provides internships
- Recognized as a Gold Star sponsor

### Corporate Internship Leadership Institute- CILI

- Providing internships for BIPOC Students

### The Feather Fund NOLA

- Benefits Mardi Gras Masking Indians
- Raises funding to provide suit materials and decorative items for the sewing and construction of Aboriginal Indian suits.
- Sponsors programming to support the youth of New Orleans to encourage education, pride of community, and to stop the cycles of poverty and crime in our neighborhoods.



## **HUMAN RIGHTS CAMPAIGN**

New Orleans scored 100 on the 2022 Human Rights Campaign MEI Rating

- Non-Discrimination Laws 30/30
- Municipal Services 12/12
- Law Enforcement 22/22
- Leadership on LGBTQ+ Equality 8/8 + 5/5 Flex

## **CITY**

### **City Of New Orleans Office of Human Rights and Equity (OHRE)**

OHRE works to promote and protect human rights and advocate for equity in local government.

#### **Areas of focus:**

- Providing policy and technical assistance
- Forging partnerships with residents and advocates
- Providing training to City departments and to the community
- Providing assistance and support to the Human Relations Commission
- Creating a Welcoming City
- Coordinating the City's racial equity initiatives
- Facilitating the City's LGBTQ+ Task Force

OHRE participated in the United Nation's Universal Periodic Review (UPR) by submitting the first report on behalf of the City of New Orleans. We engaged community stakeholders, advocates, and other City departments to identify and report human rights priorities and best practices. If you are interested in the report, you can read it [here](#).

### **LGBTQ+ Taskforce**

In 2019 Mayor Cantrell's LGBTQ+ taskforce began discussing and drafting recommendations for improvement to City services, programs, and policies.

### **NOPD REcommendation report**

The Taskforce completed their first set of recommendations for the New Orleans Police Department in February 2019. Members of the Taskforce presented recommendations centered around NOPD accountability, transparency, and engagement to the Human Relations Advisory Committee's February meeting.







## PARKS & RECREATION

### National Recreation and Park Association (NRPA) Grant

- City of New Orleans received \$433.8k grant to support equitable access to parks
- Funds support the creation of a citywide parks and recreation master plan – a strategy to build an equitable and resilient park and recreation system accessible to all New Orleanians.

### New Orleans Recreation Development Commission (NORDC)

Offers recreation activities, classes, programs and special events for all ages at recreation centers, pools and playgrounds across New Orleans.

- With a mission to advance the physical, mental, and social well-being of New Orleanians by providing safe and welcoming environments for recreational, athletic, and cultural experiences, NORDC is involved in a slew of capital improvement projects that better community resources and increase access throughout the city.

## CONVENTION CENTER (NOENMCC)

### Chief Diversity Officer (CDO)

The New Orleans Ernest N. Morial Convention Center has named Rocsean Spencer to the position of CDO. The Center created the position to reflect their commitment to implementing diverse, equitable, and inclusive practices, providing equal opportunities that drive innovative solutions for its internal and external communities. According to the International Association of Venue Managers, this is the first convention center in the nation to establish the position of CDO. Ms. Spencer is tasked with supporting the organization's policies and directives that mitigate bias, increase equitable outcomes, and foster respect and inclusion, and ensuring that the communications and People Services programs reflect the organization's DEI goals.

This year, Spencer attended the Collective Experience: 2023 Diversity, Equity & Inclusion Conference, presented by Tourism Diversity Matters (TDM) and worked with them to launch Diversity, Equity, and Inclusion training for all Convention Center employees.

### LifeCity

In October 2023, LifeCity—an initiative that supports responsible economic development and helps organizations manage, track, report and market their impact — presented the Convention Center with two "Love Your City Awards," one for Equity and one for Energy. The awards recognize organizations and individuals for positively impacting communities through reductions in energy use, contributions to the local economy, commitments to providing equitable opportunities for all, and more.



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NewOrleans.com/Meetings | 877.393.5836  
2020 St Charles Avenue, New Orleans, LA 70130