

Summary of the Community Survey on Diversity, Inclusion and Equity Fayette, Missouri

November 2023

Earlier this year survey information was collected in a variety of ways throughout our community. The survey was available for any citizen to complete, and the following is a snapshot of this community at this time.

- More than 75% who responded have lived here ten years or more
- Over half of the responses were from those over 55 years of age
- A little over 10% identified as a person with a disability

The actual survey asked a series of questions in the following categories

- Overall Diversity, Equity, and Inclusion Culture
- Health
- Quality of Life

Overall Diversity, Equity, and Inclusion Culture

There were six statements to rate on a five point scale. Four statements had a 40% neutrality. Responses indicate there is room for improvement

- In investing time and energy in supporting diversity
- In Fayette leadership showing that diversity is critical for a thriving and successful community

Overwhelmingly (95%), those responding agreed that communities are better when diversity is celebrated and all people are respected. Almost three quarters of the ratings showed that our community is committed to meeting the needs of citizens with disabilities.

Comments ranged from resources needed for teens/youth to recruiting people for public office. Also mentioned was the bullying issues at the school. Another comment pointed to the fragmentation of our community in matters of diversity- some are clueless and reactionary, others are disenfranchised while still yet another group is just trying to survive.

Health

This section had two statements about access to health care. The results are positive, with 86% able to see a physician when sick, and 78% have had a checkup in the past year.

The top issues/areas people state they are impacted by

- Low income/Poverty
- Discrimination/Racism
- Alcohol and Drug Abuse
- Lack of exercise
- Poor eating habits

Comments included lack of mental health counseling and lack of cultural activities outside of CMU.

Quality of Life

Five statements were rated on a five point scale. No one disagreed that Fayette is a safe place to live. Most people agree there is access to health care, Fayette is a good place to raise children, there is help in a crisis. The only statement any disagreement was seen was in jobs available and affordable housing.

The quality of life in Fayette received positive ratings overall.

- People responded that their identity is respected and valued
 - A small percentage indicated they did not feel comfortable talking with people about gender identity and sexism
 - Percent of people who feel they have opportunities to interact in a meaningful way with people often or very often
 - Whose religious beliefs are different 46%
 - Whose political opinions are different 38%
 - Who are of a different race or ethnicity 55%
 - Whose sexual orientation is different 37%
 - Who have physical or other disabilities 48%
- Add in those who stated sometimes and the percentages go up considerably, particularly
- Who are of a different race or ethnicity 87%
 - Who have physical or other disabilities 86%

Strengths, resources and assets

- Many civic organizations working for the common good
- Historically strong community of color
- CMU
- Shared celebration throughout the year
- Solid community values
- Parks, youth sports and school music program
- Involved people

Opportunities

- Come together as a community at every opportunity
- Intentional actions in building leadership roles that are diverse
- Develop a plan for ongoing public conversations about diversity, equity and inclusion
- Include the Fayette Police Department in these conversations
- Reach out to partner with and support the school in any way
- Develop youth programs and job opportunities
- Include Paige-Liberty Park in more city events.
- Develop recreational/exercise opportunities indoors for all ages
- Create affordable housing wherever possible