

City of High Point

*Municipal Office Building
211 S. Hamilton Street
High Point, NC 27260*



Meeting Agenda

Monday, October 4, 2021

3:30 PM

Council Chambers, 3rd Floor

Manager's Briefing

Jay W. Wagner, Mayor

Britt W. Moore (At Large), Mayor Pro Tem

*Tyrone Johnson (At Large), Cyril Jefferson (Ward 1), Christopher Williams (Ward 2),
Monica L. Peters (Ward 3), S. Wesley Hudson (Ward 4), Victor Jones (Ward 5), and
Michael Holmes (Ward 6)*

NOTICE:

Face Coverings (Face Masks) are now required inside all public places/buildings in Guilford County.

The Guilford County Board of County Commissioners in their capacity as the Guilford County Board of Health Re-Instated a Mandatory Mask Policy which will be effective on Friday, August 13th at 5:00 p.m.

The mandate requires that:

(1) Individuals must wear Face Coverings when indoors in all businesses, establishments, and public places.

(2) All businesses, establishments, and public places must require that all persons wear Face Coverings when indoors on their premises.

For additional information on the Guilford County Mask Mandate, please visit:
www.guilfordcountync.gov

CALL TO ORDER**PRESENTATION OF ITEMS**

[2021-439](#)

Community Inventory and Analysis- Task One of the Comprehensive Plan Update

Staff will share a presentation on the Community Inventory and Analysis- Task One of the Comprehensive Plan Update.

Attachments: [CIA Presentation.pdf](#)

[2021-440](#)

Diversity, Equity & Inclusion (DEI) Program

Staff will provide an update on the city's Diversity, Equity & Inclusion (DEI) Program.

Attachments: [DEI Update 10.4.21 \(TLF edits\).pdf](#)

[2021-441](#)

Upgrades to 3rd Floor Conference Room for Audio Streaming of Meetings

Staff will provide an update regarding the upgrades to the 3rd Floor Conference Room for audio streaming of meetings.

2021-446

ARPA Funding

Discussion on Community Engagement Options.

[2021-442](#)

2019 GO Bond Projects

Staff will provide an update on the 2019 GO Bond projects.

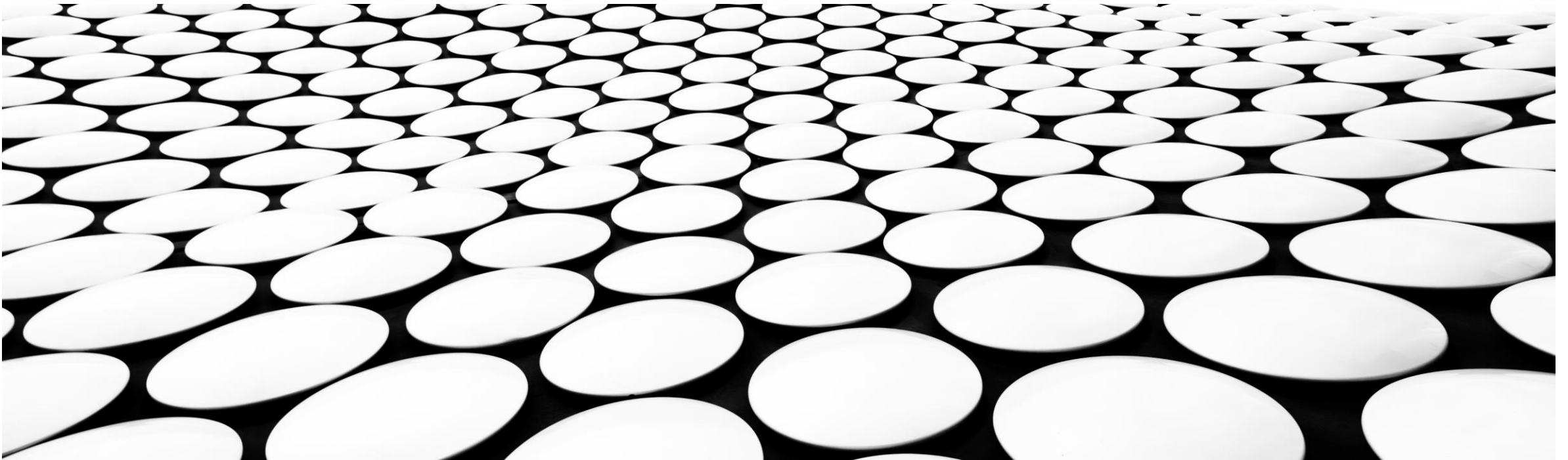
Attachments: [High Point Parks & Recreation General Obligation Bond Update 2021.pdf Oct 21](#)
[Transportation GO Bond Projects_100421.pdf](#)

ADJOURNMENT

COMMUNITY INVENTORY & ANALYSIS

A BACKGROUND ANALYSIS OF EXISTING CONDITIONS IN THE CITY

OUR CITY
OUR FUTURE
OUR NEXT
2040
COMPREHENSIVE PLAN



INTRODUCTION

- Task 1 in process of creating a comprehensive plan
- Ensure plan is based on a solid understanding of conditions in the city
- Tells the story of where we are as a community
- Provides basis for a possible means of measuring future progress & success of plan



WHAT IT IS...AND WHAT IT IS NOT

■ It is...

- A starting point
- A framework for future discussion
- Based on facts and data
- Grounded in research on what other communities have done

■ It is not...

- The plan itself (or an attempt to replace other planning efforts)
- Based on public input (that will have to come later)

OUR CITY
OUR FUTURE
OUR NEXT
2040
COMPREHENSIVE PLAN



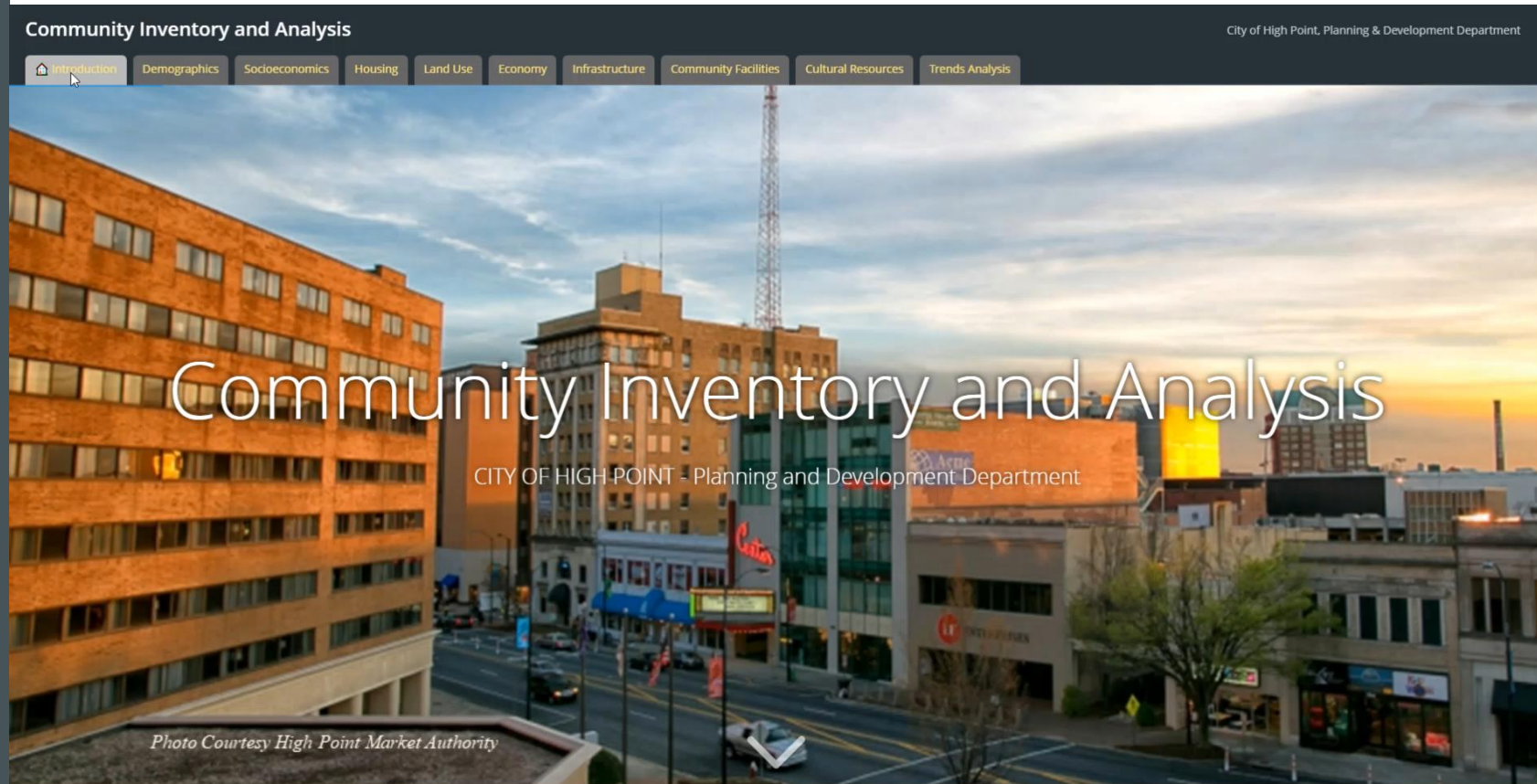
SETTING THE STAGE

- Information presented using StoryMaps
- Online and interactive, provides flexibility & ability to choose your focus
- Intended as a snapshot in time (pre-Covid)
- Acknowledgments – group effort across the city



INTRODUCTION AND PURPOSE

- Introduces the purpose for the Community Inventory & Analysis (CIA)
- Sets the context of High Point within Triad region
- ‘NC Top Ten’ comparisons
- Acknowledgments



DEMOGRAPHICS

- Historic Growth
- Annexations
- Population Growth
- Age Distribution
- Race & Ethnicity
- Language Spoken

Community Inventory and Analysis

City of High Point, Planning & Development Department

[Introduction](#) [Demographics](#) [Socioeconomics](#) [Housing](#) [Land Use](#) [Economy](#) [Infrastructure](#) [Community Facilities](#) [Cultural Resources](#) [Trends Analysis](#)

Demographics

Demographics are the logical place to start when analyzing a city, because all communities are fundamentally a collection of the people that live and do business there. The following information provides a benchmark of current conditions. While some preliminary data from the 2020 Census is now available, such as the city's overall population, the bulk of the information will be released over the next year. Going forward, this will be used, along with other sources, to determine how conditions have changed.

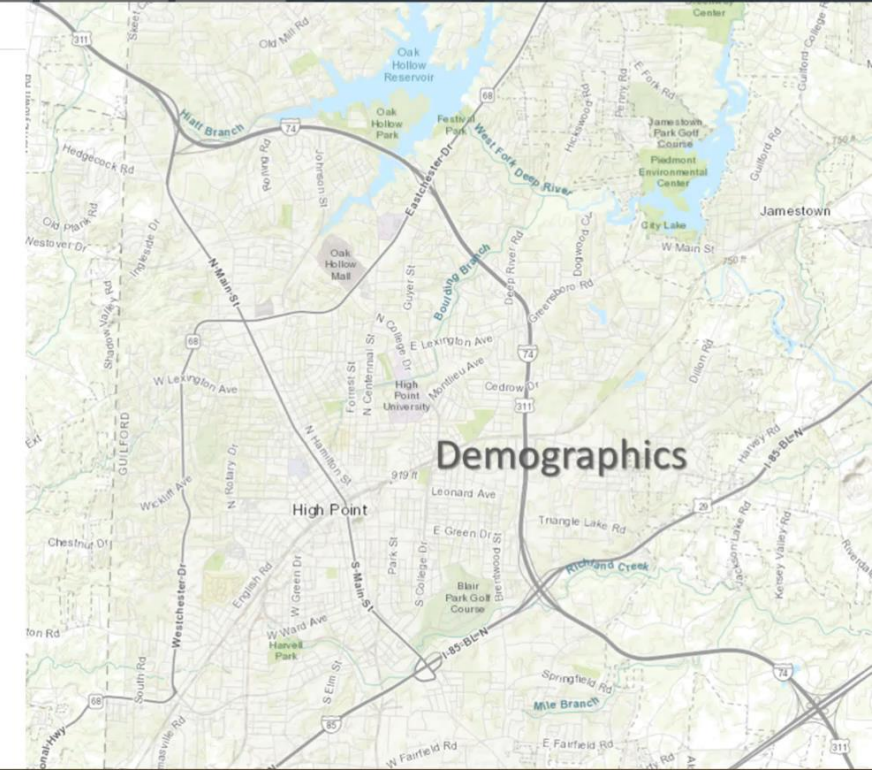
Historic Growth

The following chart shows how the population of High Point has grown from the late 1800's through the most recent decennial census in 2020.

There are three factors that influence the population growth of a city. The first is natural growth, which is simply the difference between the number of people born and the number of people who die over time. The second is the migration of people into the city from other places. Issues like the cost of living and quality of life play an important role in whether people want to move to a city. Lastly, annexation of new land into the city can lead to sometimes sudden increases in population, like the one seen in High Point in the 1920's. In addition to adding the people who already live there, more land means more room for people to live, and typically areas being annexed are primed for new development.

Annexations

The Annexations by Decade data provides history on how the city has grown in physical size, from a two-by-two-mile square centered around where the Old Plank Road crossed the railroad tracks when the city incorporated in



SOCIOECONOMICS

- Education
- Income
- Poverty Status
- Migration
- Food Insecurity
- Health Insurance
- Life Expectancy
- Fertility & Infant Mortality

Community Inventory and Analysis

City of High Point, Planning & Development Department

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Socioeconomic Conditions

Educational Attainment

Education levels have clearly been improving over the past four decades. The percentage of people with less than a high school diploma was cut by more than half, from 1980 to 2000, and by over a third from 2000 to 2018, as shown in the graphic to the right.

Percentage of Population with Bachelor's Degree or Higher

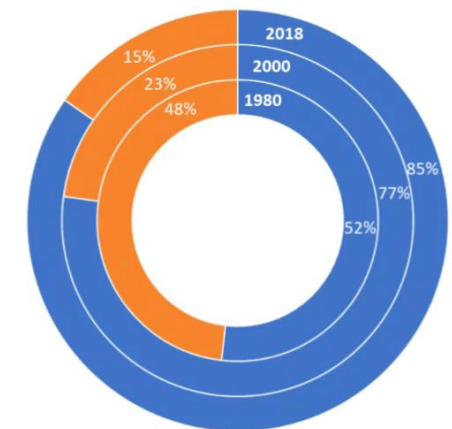
There was also a large increase in the percentage of the population 25 years or older with a bachelor's degree or higher, which nearly doubled from 13.5% in 1980 to 25.5% in 2000, and then increased to 30.1% in 2018. However, as shown in the chart to the right, High Point's percentage in 2018 is still lower compared to the other top ten cities in North Carolina, except Fayetteville, and slightly lower than the state and the nation.

Household Income

In 2014-2018 the median income of High Point households was comparable to the other Triad cities and most of the other NC Top 10, but was significantly lower than Charlotte and the Triangle cities, especially Cary. It was also lower than the state and nation, as shown on the chart to the right. Previously, High Point had a higher median income compared to the other Triad cities based on five-year American Community Survey estimates, only being

Educational Attainment Pop. 25 yrs+

■ High School Graduates ■ Not High School Graduates



HOUSING

- Housing Units & Density
- Housing Unit Types
- Household Type
- Housing Affordability
- Tenure (Owner vs. Renter)
- Vacancy
- Neighborhoods
- Subdivisions

Community Inventory and Analysis

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Housing and Neighborhoods

Housing Units and Density

According to the U.S. Census Bureau's five-year American Community Survey conducted from 2014 to 2018, High Point had a total of 46,343 housing units, which equates to an overall density of 806.9 units per square mile based on the 57.43 square miles within the city limits at the end of 2018. This is almost identical to the density of 806.2 units/sq. mi. in 2010. In terms of population density, there were 1,985 people per square mile in High Point as of April 2019. By comparison, Greensboro had an estimated population density of 2,232 people/sq. mi. in 2019, Winston-Salem had a density of 1,853 per sq. mi., while Charlotte's was 2,864 and Raleigh's was 3,211 per square mile.

Housing Unit Types

Looking at the type of housing by number of units in a structure, out of the ten largest cities in North Carolina, High Point is tied with Fayetteville for the highest percentage of single-family detached housing (62%), as shown in the graphic to the right. When including attached units, such as townhomes, 69% of High Point's housing stock is made up of single-family housing, second only to the Town of Cary. For comparison, the percentage of single-family housing in North Carolina is also 69% and in the United States as a whole it is 68%.

A topic for those who study housing policy is the concept of the "missing middle." This refers to recent changes in the preferences of homebuyers, particularly aging Baby Boomers and young adult Millennials, who have not been buying traditional single-family detached houses as much as expected, but who also do not want to rent apartments. This is in part due to traditional homes being too large for their needs, which in turn increases the costs, but also because many of these potential homebuyers want to live in areas with a greater sense of community that is often lacking in suburban areas where single-family detached housing typically dominates. The



LAND USE & ZONING

- Annexation Agreements
- Development Constraints
- Core City vs. Greenfield Development
- Land Use Plan Classifications
- Zoning
- Building Permit Activity
- Existing Land Use

Community Inventory and Analysis

City of High Point, Planning & Development Department

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Socioeconomics

Housing

Land Use

Economy

Infrastructure

Community Facilities

Cultural Resources

Trends Analysis

Land Use and Zoning

Annexation Agreements

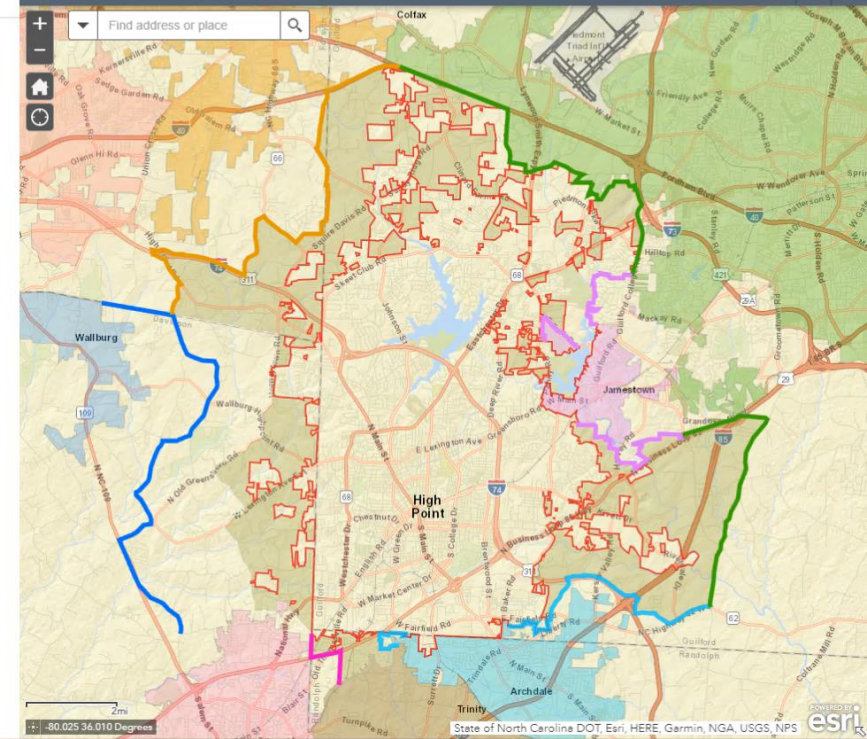
The potential future boundaries of High Point are largely determined by annexation agreements made with neighboring jurisdictions. An annexation agreement is a legal agreement that defines territory that each participating municipality may annex during the life of the agreement. By state law, these agreements can be established for up to 20 years outside Guilford County and for up to 30 years for municipalities wholly or partly within Guilford County. This map and the following table show High Point's current agreements.

Annexation Agreements with Adjacent Cities

Municipality	Expiration Date
Kernersville	August 7, 2027
Greensboro	October 21, 2038
Jamestown	January 1, 2048
Archdale	July 1, 2032
Thomasville (Randolph County)	February 28, 2030
Town of Wallburg	SL-2004-37

The Town of Wallburg was limited on how far east they could grow by the Session Law that incorporated the town in 2004. The line describing that limit is shown on the map of annexation agreements for future planning purposes, even though it is more accurately described as a growth boundary. There were previous agreements with Davidson County and with Thomasville for the portion within Davidson County that expired in January 2013 and were not re-established due to a lack of interest. Likewise, High Point has tried to establish an agreement with Trinity in the

High Point Annexation Agreements



ECONOMY

- Unemployment
- Top Employers/
Industry Sectors
- Spatial Distribution of Jobs
- Economic Development
Initiatives
- Property Values
(Heat Maps)
- Impact of Market

Community Inventory and Analysis

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Economy

Employment

Unemployment Rate, High Point

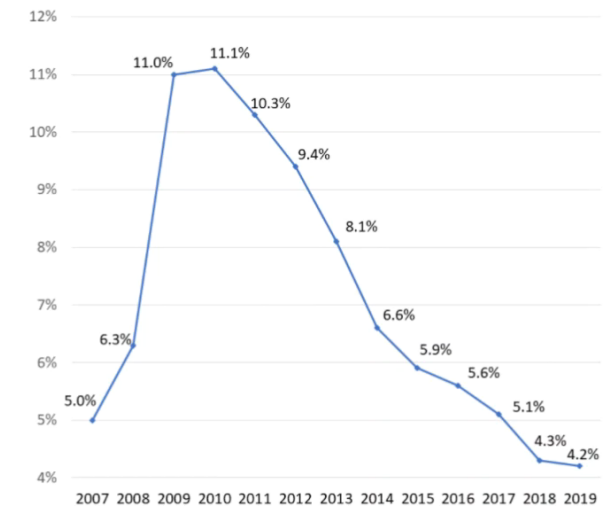
After peaking at 11.1% in 2010, High Point's unemployment rate steadily decreased through 2019 down to levels seen before the Great Recession. However, the COVID-19 pandemic significantly impacted unemployment rates. Monthly data for 2020 from the Demand Driven Data Delivery (D4) system maintained by the N.C. Department of Commerce's Labor and Economic Analysis Division show that the unemployment rate in High Point shot up to 16.3% in April 2020 before declining to 7.7% in October 2020. Although this is obviously not unique to High Point, certain sectors of the economy will have been more severely impacted than others and only time will tell how the city has fared in comparison to other communities across the state, region, and nation.

Unemployment Rate, 2019 Comparisons

Looking at the pre-pandemic unemployment figures for the NC Top 10 cities, as well as the state and nation, also from the Local Area Unemployment Statistics (LAUS) published in the State's D4 system, High Point's rate of 4.2% in 2019 was tied with Greensboro for the second highest unemployment rate, below only Fayetteville at 5.4%. However, this was only slightly above the 3.9% rate for the state and the 3.7% rate for the nation, as shown in this chart.

Top Employers

Unemployment Rate, 2007-2019



INFRASTRUCTURE

- Transportation Projects
- Commuting Patterns
- Multimodal/Transit
- Electric Utilities
- Water & Wastewater
- Stormwater
- Solid Waste/Recycling
- Other Utilities/Digital Divide
- Future Expansions

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Infrastructure

Transportation Network

One of High Point's advantages is its geographic location. It is located roughly midway between Boston and Miami, Washington and Atlanta, and Charlotte and Raleigh with more than half the U.S. population within 650 miles. It is also well located in relation to the national transportation network with easy access to four interstate highways (I-40, I-85, I-73 and I-74), a major rail line that carries freight (Norfolk Southern & CSX) and passenger service (Amtrak), and a nearby international airport (Piedmont Triad International) with a FedEx facility and other aviation related businesses. That is why High Point is often described as a transportation hub.

Looking more specifically at the local transportation system, High Point has over 630 miles of streets, including 448 miles maintained by the City, 136 miles within the state highway system, 45 miles of private streets, and one mile of substandard streets, which are those less than 16 feet wide that are typically unpaved. The City receives funds from the State to help maintain, repair, and construct public streets that meet certain criteria and are not part of the state highway system in accordance with the Powell Bill, which totaled \$2.9 million in 2019.

High Point Metropolitan Planning Organization (HPMPO)

The City's Transportation Department is the lead agency for the High Point Metropolitan Planning Organization (HPMPO), a federally mandated organization responsible for transportation planning and managing federal transportation funding for the region. The HPMPO consists of representatives from the twelve member jurisdictions and three NCDOT Divisions found within its boundaries, shown in this map.

The HPMPO is responsible for the transportation planning process that results in new roads and other



COMMUNITY SERVICES & FACILITIES

- Police
- Fire
- Emergency Management
- K-12 Schools
- Colleges & Universities
- Hospitals & Medical Care
- Parks & Recreation

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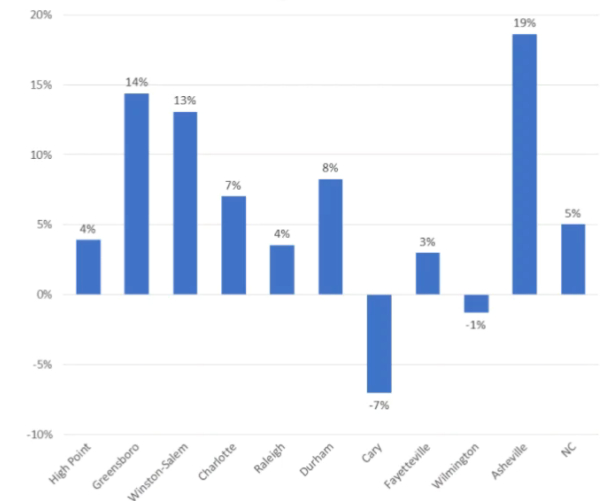
Community Services & Facilities

Police

The High Point Police Department provides for the safety of the community, safeguards property, and protects the ability of everyone to enjoy their rights. Accomplishing this requires a partnership with the community that is built on support and trust gained by being honest, fair and accountable to the highest standards of integrity. In 2019, the police department had a total of 299 full-time and 14 part-time positions with field operations covering two divisions (north and south) and a total of six beats across the city with two zones each. It also has a total of 275 vehicles, primarily marked and unmarked patrol vehicles. Response times for priority calls averaged 2 minutes and 48 seconds in 2019, while non-priority calls averaged 5 minutes and 24 seconds. Another critical link between the police, and other emergency service providers, and those who need assistance is the 9-1-1 call center. In 2019, telecommunicators answered an average of approximately 25,000 calls each month and dispatched over 700 calls for assistance every day.

When reporting crime statistics, the focus is typically on "impact crimes" including violent crimes such as homicide, rape, robbery, and aggravated assault, as well as property crimes like burglary, larceny, and auto theft. In 2019, there were a total of 4,260 impact crimes in High Point, an increase of 3% compared to the previous year. This included 599 violent crimes, an increase of 24%, and 3,661 property crimes, which stayed relatively level compared to 2018. However, these crimes accounted for a lower percentage of total crimes reported in the city at 40% in 2019 compared to 43% in 2018. By comparison, based on a state crime index that uses slightly different reporting methodologies to measure the number of impact crimes across the state, the annual percentage change in High Point was lower than its neighboring Triad communities and all but four of the other NC Top Ten cities, as well as the state as a whole.

**N.C. Crime Index
% Change 2018-2019**



CULTURAL & ENVIRONMENTAL RESOURCES

- Library & Museums
- Historic Resources
- Cemeteries
- The Arts/Local Events
- Disaster Risks/Resiliency
- Urban Forestry
- Keep High Point Beautiful
- Wildlife Habitats
- Air & Water Quality
- Brownfield Redevelopment

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Cultural & Environmental Resources

Library

In addition to serving the traditional role of a place where books and other materials can be borrowed, the High Point Library has also become a community center. It is a place where people can access community resources like public computers, meeting spaces, conduct genealogy research at the [Heritage Research Center](#), get help starting a new business at the [Business Resource Center](#), seek assistance with grant opportunities through the [Foundation Center](#), and participate in hands-on cooking, gardening, STEM, and exercise activities. Of course, the library still has many programs centered around books, including storytime and summer reading programs for children, teens and adults, book and film clubs, and delivery services for seniors at retirement and nursing facilities or those who are homebound. The library also maintains a foreign language collection to support the needs of immigrant and refugee communities. The library manages the High Point Farmers Market on Saturdays from May through October, where one can buy fresh produce and other locally made products and engage in fun activities like cooking demonstrations. The library has two additional service locations – one at the City's Customer Service Center at Northpoint Avenue and another at the Deep River Recreation Center, along with a bookmobile. If requested materials are not available, the library offers interlibrary loans with other libraries. To supplement funding by the City and to help provide all these resources, the library has both a foundation that focuses on long-term sustainability, and a Friends of the Library group to help promote the library, stimulate its use, and support special programs and projects.

Museums

The High Point Museum is another community center where people come together to learn about the history of



TRENDS ANALYSIS

- Demographic Shifts
- Retaining Young Professionals
- Urban Affordability
- Missing Middle Housing
- Avoiding “Spatial Mismatch”
- Density & Walkability
- Creating a Sustainable City
- Unifying Core & Rest of City
- Environmental Solutions
- Recovering from Covid

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Trends Analysis

The following is a list of trends that have been touched on throughout this inventory, along with a brief analysis of how they relate to the future of High Point. It is intended to identify the big picture issues and questions that could impact the goals, objectives and policies of a future comprehensive plan.

Demographic Shifts

The city's population continues to become more diverse and older. This is not a trend specific to High Point but is something seen across the country. The diversity includes a wider range of races and ethnicities than in the past and this can be expected to continue. The same is true of the aging of our population as medical advances help prolong life expectancies just as the large Baby Boomer generation reaches their senior years. Both demographic trends are changing the makeup of the city's population and will impact the City's policies and services that will need to be provided going forward.

Retaining Young Professionals

One of the strategic initiatives adopted by City Council in 2017 was to increase the population of active, engaged, entrepreneurial and working millennials living in High Point by 25%. This idea was popularized by the book *The Rise of the Creative Class* published in 2002 by author Richard Florida, which asserted that metropolitan areas with high concentrations of tech workers, artists, and other “creative” individuals also had higher levels of economic development. The Millennial generation, born roughly between 1980 and 2000, has a significant portion of mill-



BENCHMARKING OF KEY INDICATORS

OTHER INFLUENCES

- Diversity, Equity & Inclusion
- Legal & Political Constraints
- New Technology

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Trends Analysis

Benchmarking of Key Indicators

Benchmarking is a term describing the process of setting measurable goals that can be used to track progress and ensure accountability. Many cities have begun adopting this method of analysis in their planning efforts to help provide a better picture of what is collectively happening in the city and to assist with decision-making. Deciding what those key performance indicators are, how to measure them, and what constitutes success should be something determined during the future comprehensive planning process. Hopefully, this inventory provides a number of possible indicators, some of which have been suggested in the table below, to consider as the City potentially moves forward with a similar approach.

Measure	Source	Timeframe
Demographics		
Population Growth	City Population Estimate	Annual
Age Distribution of Population	U.S. Census	10-years
% Race/Ethnicity of Population	5-yr. American Community Survey	Annual
Socioeconomics		
Median Household Income	American Community Survey	5-years
Poverty Status by Age	American Community Survey	5-years
Poverty Status by Tract	American Community Survey	5-years
Tracts that are Considered "Food Deserts"	U.S.D.A. Food Access Research Atlas	Annual
Housing		
Housing Types by % of Total	American Community Survey	5-years
% of Households with High Housing Cost Burden	American Community Survey	5-years
% of Housing Units that are Vacant	American Community Survey	5-years
% of Housing Units by Tenure (Owner vs. Renter)	American Community Survey	5-years
# of Married Couple Households with 2 Children vs # of Homes with 3 Bedrooms	American Community Survey	5-years



HOW TO ACCESS THE COMMUNITY INVENTORY AND ANALYSIS

www.highpointnc.gov/compplan

Click on 'Community Inventory & Analysis' then on the image or link to launch the StoryMaps app

OR

Available from the Planning & Development Dept. webpage:

'Projects' →

'Comprehensive Plan' →

'Community Inventory & Analysis'



The screenshot shows the City of High Point North Carolina website. The header includes the city logo and navigation links: Government, Services, Residents, Business, and I Want To... Below the header is a banner image of a road with trees. A search bar is visible on the right. The main content area is divided into a left sidebar and a main section. The sidebar lists various planning documents and reports. The main section is titled 'Comprehensive Plan' and includes a description of the plan's purpose and a timeline of its development. A large graphic on the right side of the main section reads 'OUR CITY OUR FUTURE OUR NEXT 2040 COMPREHENSIVE PLAN'. The right sidebar contains a 'Meetings' section with links to City Council Briefing and Planning & Zoning Commission Briefing, and a 'Helpful Links' section with links to Community Growth Vision Statement (PDF), Development Ordinance, and Land Use Plan (PDF).

City of
HIGH POINT
NORTH CAROLINA

Government Services Residents Business I Want To...

Search...

Home > Government > Departments > Planning & Development > Projects > Comprehensive Plan

Community Inventory and Analysis

Long-Range Plan Policy Audit

Creative Public Education

Update Community Growth Vision Statement

Scenario Planning

Draft Plan Based on Preferred Scenario

Plan Adoption

Implementation and Monitoring

Comprehensive Plan

Last Updated: 9/30/2021

Almost every viable organization plans for the future; a new business prepares a business plan, non-profit organizations develop strategic plans, a household creates a budget. To be successful, especially in today's competitive economy, cities must also make plans to manage their substantial assets and investments and to be successful, cities must also make plans to manage their substantial assets and investments. A comprehensive plan serves this purpose.

In 1928, High Point adopted its first comprehensive planning document entitled "Report Upon Certain Phases of a Comprehensive Plan for the City of High Point, NC." Since that time the City has continued to produce comprehensive planning documents on a regular basis with plans being adopted in 1947, 1958, and every decade after that up to the City's current land use plan, which was adopted in April 2000. While many

**OUR CITY
OUR FUTURE
OUR NEXT
2040
COMPREHENSIVE PLAN**

HIGH POINT

Meetings

Community Inventory and Analysis

City Council Briefing
October 4, 2021
3:30 p.m.

Planning & Zoning Commission Briefing
October 26, 2021
6:00 p.m.

Helpful Links

[Community Growth Vision Statement \(PDF\)](#)

[Development Ordinance](#)

[Land Use Plan \(PDF\)](#)



QUESTIONS?

Andy Piper, AICP
Senior Planner
City of High Point
Planning & Development Dept.
andy.piper@highpointnc.gov
336-883-3328



A photograph of a wooden boardwalk winding through a grassy field. The boardwalk is made of light-colored wooden planks and curves from the bottom center towards the upper left. The field is covered in tall, green grass with some patches of brown. In the background, there are rolling hills and a cloudy sky. The image is used as a background for the slide.

The Office of Diversity, Equity & Inclusion

Recruitment & Engagement

Overview

- I. Demographics
- II. High Point Pathways
- III. GARE Update
- IV. Survey Purpose & Implementation
- V. Next Steps

Demographics At-A-Glance

Workforce Data (2019)

- Approx. 23% of City's workforce belong to ethnic-minority category
- Approx. 26% of City's workforce identify as women

Community Data (Census 2020)

- Approx. 57% of High Point's population belongs to ethnic-minority category
- Approx. 53% of High Point's population identify as women

Why does this matter?

- ❖ Broader community demographic composition and change
 - City Council expressed a commitment to having a workforce that reflects the demographics of the community
- ❖ Organizational effectiveness and service delivery
 - Tapping into a broader talent pool. The tangible benefits such as more creativity, increased problem-solving and decision-making capability, and alternative points of view.

Where do we start?

- ❖ The data highlights areas of opportunity for our workforce to better reflect the demographic makeup of the community it serves.
- ❖ The Office of Diversity, Equity, & Inclusion, in collaboration with the Human Resources Department, will implement a recruitment program, with the strategic goal of addressing staffing needs and casting a wider net to recruit candidates from underrepresented populations.



High Point Pathways (HPP)

Pillars

1. Recruitment using an asset-based perspective to community engagement
2. Linking diversity to service delivery
3. Ensure consistent application of hiring policies and practices
4. Measuring Outcomes

Asset-based Community Engagement

An essential component of HPP is proactive and intentional community engagement. The goal is for DEI and Human Resources staff to have ongoing relationships with organizations to increase access and knowledge of career opportunities. This pipeline would be established through hosting and participating in periodic meetings, job fairs, marketing campaigns, and festivals

Asset-based Community Engagement

- **External Partners**
 - GTCC – Organizational Development
 - World Relief – Opportunity Services Division
 - Greater Greensboro Community Foundation – Guildford Jobs 2030 Campaign
 - Guilford Works
 - YWCA – Latino Resource Center
 - Wake Forest University
 - Forsyth Technical Community College
 - High Point University

Asset-based Community Engagement

- **Emerging Partnerships**
 - National Forum for Black Public Administrators (NFBPA)
 - American Public Works Association (APWA)
 - North Carolina League of Municipalities (NCLM)
 - Hispanic Network

Diversity & Service Delivery

- Attention to the demographic makeup of City's workforce is a key component to meeting the needs and addressing important issues facing an increasingly diverse population.
- According to a recent ICMA report, research has shown both quantitatively and qualitatively that diverse groups outperform homogeneous groups in problem solving, accuracy, and creativity.

GARE Update

- Government Alliance on Race & Equity
 - Staff is consulting with GARE regarding the implementation of an employee survey to assess the knowledge, skills, and experiences of employees related to race and equity
 - GARE recommends having a baseline survey to gather employee responses early in the process of incorporating organizational change to advance equity.
 - Due to high demand from member organizations, GARE has suggested a target implementation period of early 2022.

Survey Outline

- It will capture the following about employees:
 - Their understanding about racial equity
 - Their knowledge of their jurisdictions policies and practices to advance racial equity
 - Their awareness of jurisdictions and their departments' plans to advance racial equity
 - Their knowledge and perceptions of the jurisdictions efforts to engage the broad community

Hiring Policies & Practices

DEI and Human Resources will collaborate to ensure consistent application of hiring policies and practices.

- Subject-matter expert/interview panel selection
- Hiring Manager-specific training
- Interview question and assessment development

Measuring Outcomes

DEI, Human Resources, and a third-party consultant will collaborate to conduct an organizational assessment and develop performance measures to assess progress on specific metrics such as:

- Recruitment/community engagement
- Workforce demographics

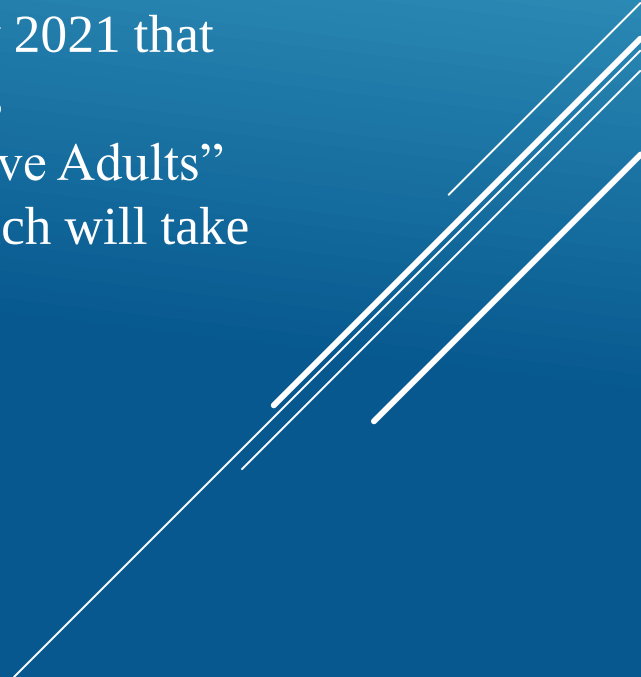


Questions?



HIGH POINT PARKS & RECREATION GENERAL OBLIGATION BOND UPDATE OCTOBER 4, 2021

GENERAL OBLIGATION BONDS PARKS & RECREATION CENTER FOR ACTIVE ADULTS

- Old Senior Center site sold
 - Began a 5-year lease of the Oak Hollow Community Center in January 2021 that now serves as a temporary location for our Senior Center and activities
 - Work continues to evaluate possible locations for new “Center for Active Adults”
 - Once location is determined, next step will be planning and design which will take up to 1 year
 - Estimated construction time 12-18 months
- 
- Three white lines of varying lengths and slopes are positioned in the bottom right corner of the slide, creating a modern, abstract graphic element.

GENERAL OBLIGATION BONDS PARKS & RECREATION HIGH POINT CITY LAKE PARK POOL AND GYM RENOVATION

- Planning and design began in May 2020, completed April 2021
 - Samet Corporation selected as Construction Manager at Risk (CMAR) in April 2021
 - Construction began in May 2021
 - Construction update/Project challenges
- 
- Several white lines of varying lengths and angles are positioned in the bottom right corner of the slide, creating a modern, abstract graphic element.

PROGRESS

Progress can be viewed from the High Point City Lake Park Construction webpage:

- Four camera angles
- Photos by date
- Time lapse

<https://www.highpointnc.gov/2483/High-Point-City-Lake-Park-Construction>























HPCL - View 2

Greensbro, NC

Mon, Oct 4th, 2021 10:43 AM

72° F

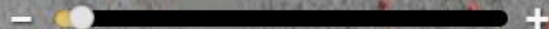
Change View

Share

Time-Lapses

Live Video

Pano



Show Angles



HIGH POINT



NORTH CAROLINA'S INTERNATIONAL CITYTM
NORTH CAROLINA'S INTERNATIONAL CITYTM

TRANSPORTATION BOND PROJECT UPDATE

Manager's Briefing Session

October 4, 2021



MARK McDONALD, P.E.

TRANSPORTATION DIRECTOR

CITY OF HIGH POINT

CURRENT GO BOND PROJECTS

- **Burton Avenue**
- **Triangle Lake Road**
- **Washington Street Relocation**

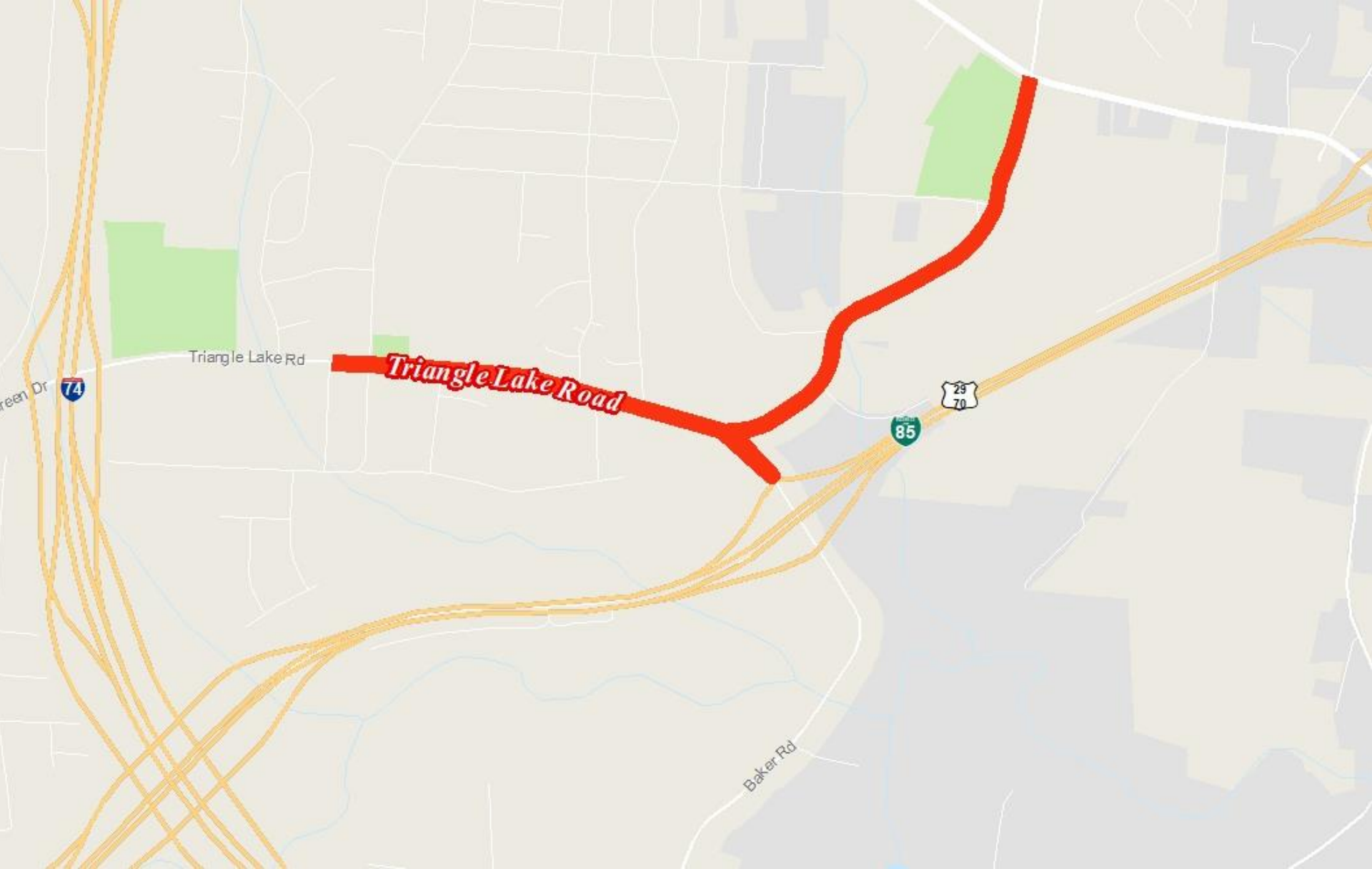
**\$22,000,000 APPROVED FOR
TRANSPORTATION IN 2019 REFERENDUM**



BURTON AVENUE WIDENING

BURTON AVENUE WIDENING

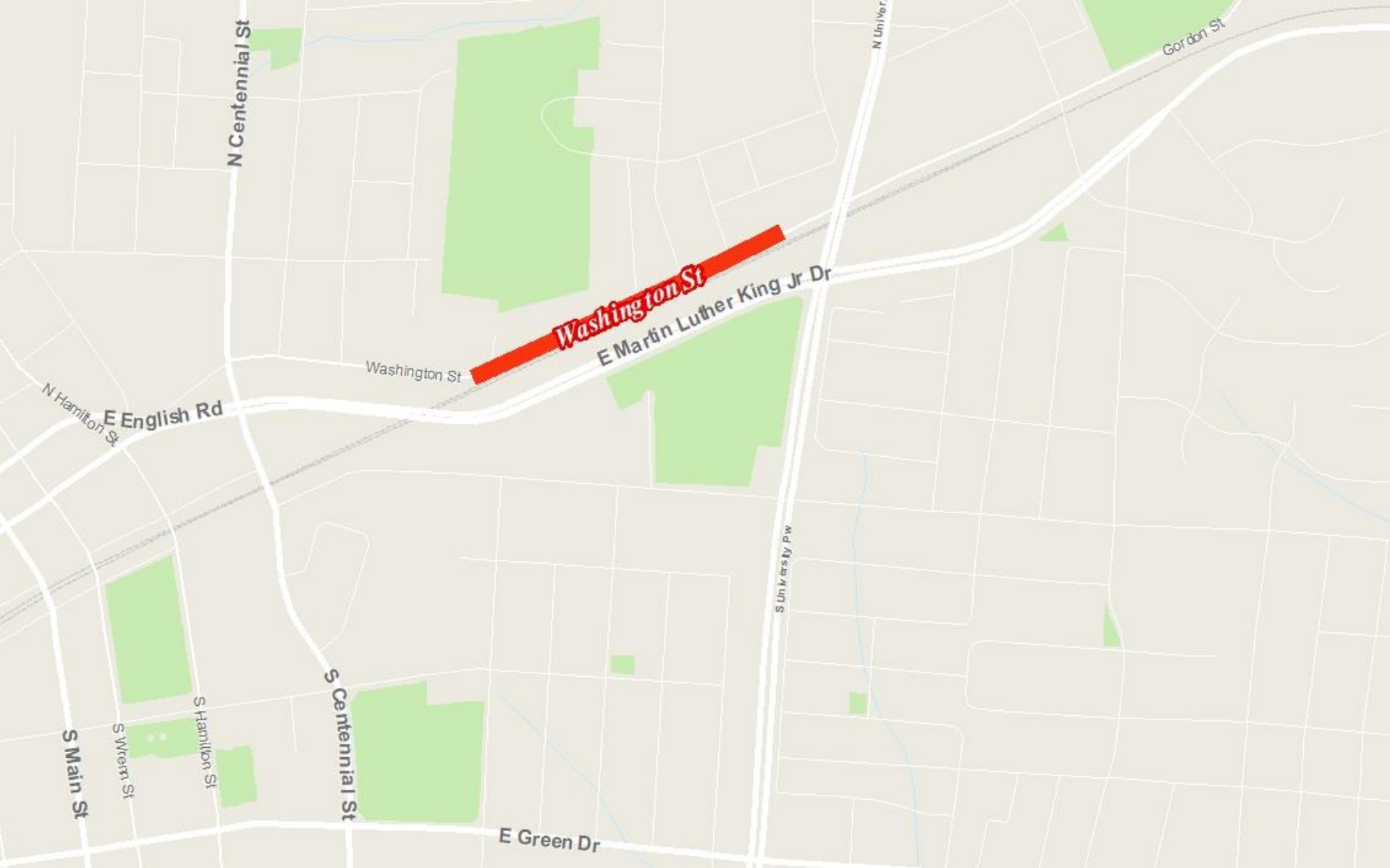
- **Widening from Wright Street to the city limits at the Davidson County line**
- **Add curb & gutter for improved drainage**
- **Sidewalks and bike lanes to enhance safety, mobility, and access to transit and services**
- **Utility upgrades – water, sewer, & electric**
- **Design by Engineering Services in progress**
- **Construction in fall 2022 (FY 2023)**
- **\$6,500,000 roadway + \$2,500,000 utilities**



TRIANGLE LAKE ROAD WIDENING

TRIANGLE LAKE ROAD WIDENING

- **Hickory Chapel Road to M.L. King, Jr. Drive**
- **Improve alignment and sight distances**
- **Add curb & gutter for improved drainage**
- **Sidewalks and bike lanes to enhance safety, mobility, and access to transit and services**
- **Utility upgrades – water, sewer, & electric**
- **Environmental update and prelim design complete; scoping with consultant for final design in progress**
- **Construction in fall 2023 (FY 2024)**
- **\$12,000,000 roadway + \$3,850,000 utilities**



WASHINGTON STREET RELOCATION

WASHINGTON STREET RELOCATION

- **Project is addressing a serious erosion problem that could potentially undermine the road**
- **Shift 1,800 feet of road and sidewalk away from the top of slope to allow for stabilization by NCRR & NS**
- **Existing pedestrian crossings will be retained**
- **Utility upgrades – water, sewer, & electric**
- **Three party project agreement is pending**
- **Design by an on-call consultant in progress**
- **Construction in spring 2022 (FY 2022)**
- **\$3,500,000 roadway + \$1,400,000 utilities**





THANK YOU !

MARK McDONALD, P.E.

TRANSPORTATION DIRECTOR

CITY OF HIGH POINT

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HIGH POINT



NORTH CAROLINA'S INTERNATIONAL CITY

