

EQUITY + INCLUSION

***AN OVERVIEW OF PROGRESS
AND FUTURE PLANS***





Agenda:

Update on Equity + Inclusion Initiatives

- ✓ Recap of Previous CFT
- ✓ Our Internal Shift
- ✓ Spotlight on Accessibility
- ✓ Next Steps

PRIOR FOCUS



Purpose

- Ensure full participation and equitable outcomes for all individuals.
- Foster a culture of diversity, equity, inclusion, and accessibility.

City Council Actions:

- Establish a City office for DEIA.

Reviewing:

- Recruitment of Equity Officer
- Community outreach

OUR INTERNAL SHIFT

“

Ensuring DEIA initiatives are identified and addressed before extending efforts to the broader community

”

OUR PROCESS

DISCOVER

understand opportunity
for improvement

IDEATION

generate and test
new ideas

DELIVER

initiatives

PROCESS APPROACH

co-designing with our Workforce



TOP 3 INITIATIVES



Commitment

- Policy and Investment
- Partnerships and Collaboration
- Community Needs and Involvement

Innovation

- Inclusivity and Safe Spaces
- Accessibility and Communication
- Training and Development

Leadership

- Visibility and Accountability
- Mentorship and Support
- Feedback and engagement

ENHANCING OUR FOCUS

- **Internal Policies and Procedures**
- **Performance Metrics + Accountability**
- **Inclusive Workplace Culture**

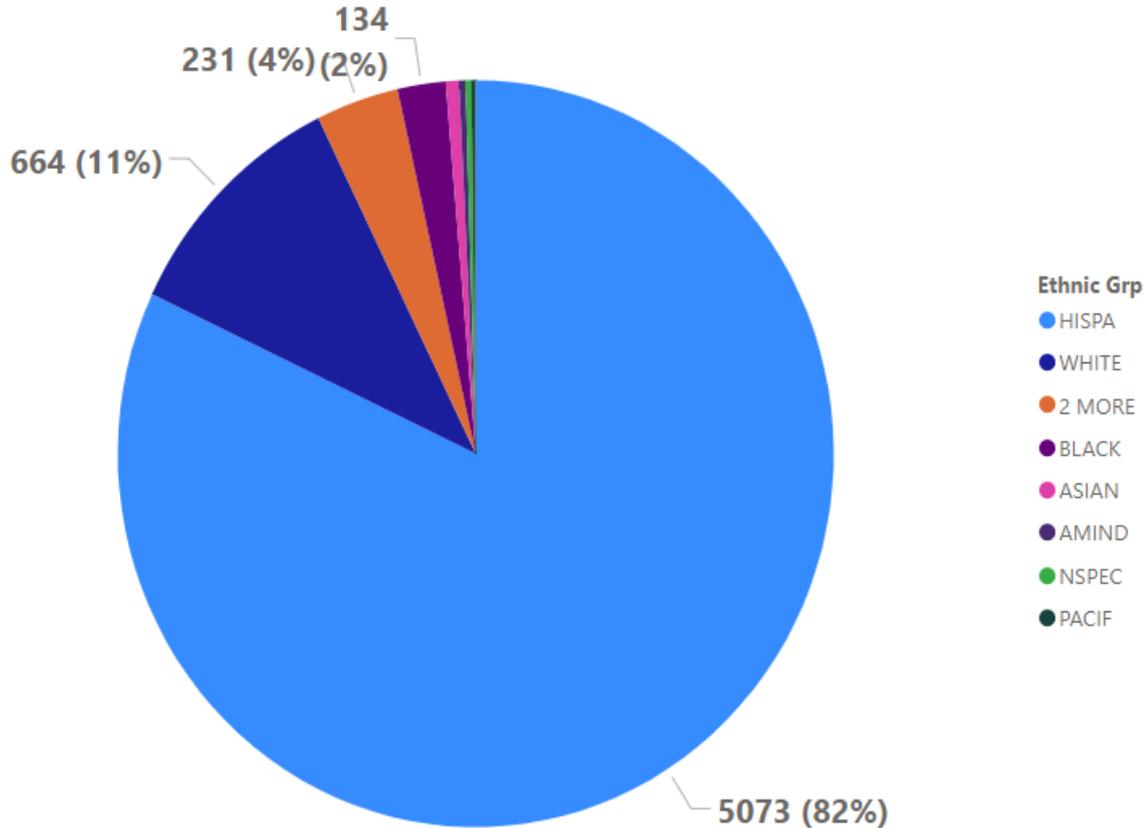


UNDERSTANDING OUR WORKFORCE

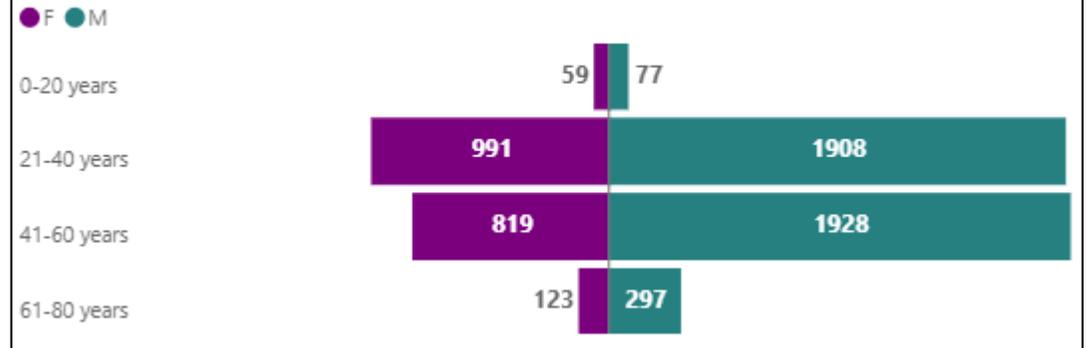


Demographic Composition and Retirement Eligibility

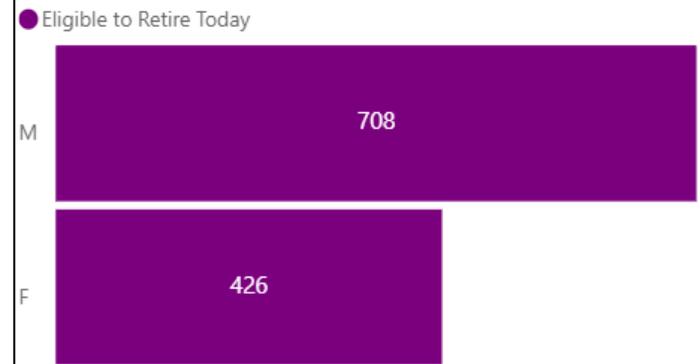
CoEP Ethnic Composition



CoEP Age and Gender

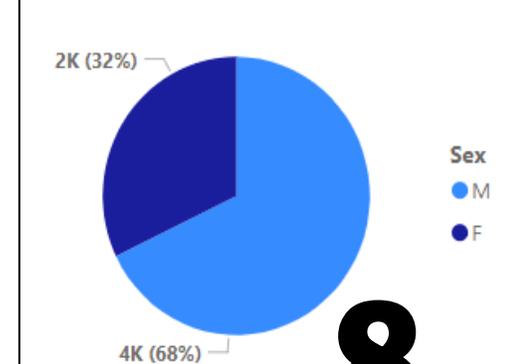


Retirement by Gender



*Retirement excludes Public Safety

CoEP Gender Breakdown



WORKSHOP SUMMARY



DISCOVERY

2
Workshops

City Attorney, Transformation Office, Human Resources, Communications & Public Affairs, Community & Human Development, Capital Improvement, Public Safety, Sun Metro, Purchasing, Quality of Life, Economic Development, City Manager, DoITs

617

DATA POINTS

5

THEMES

Leadership and Ambassadorship

Engagement, Communication, and Training

Support Systems and Safe Spaces

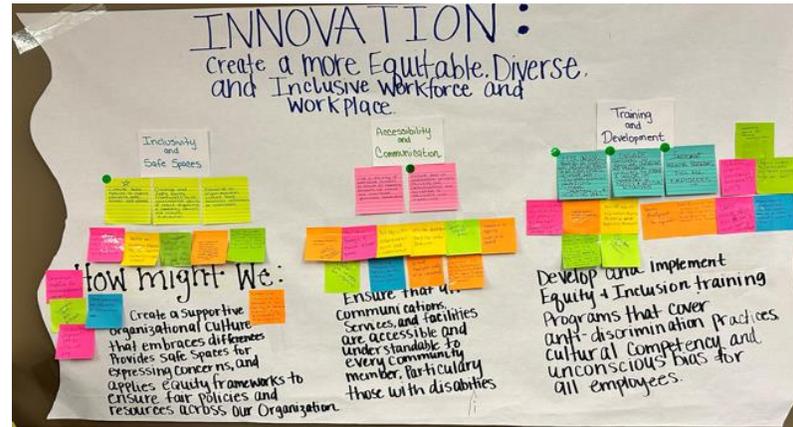
Commitment to Equity + Inclusion

Policy, Investment, and Community Collaboration

KEY INSIGHT

Transforming Organizational Culture through Visible Leadership Commitment

IN - PERSON WORKSHOP



WHAT MATTERS MOST



INVESTMENT THROUGH LEVERAGE
COMMUNITY BIAS
ACTIVE UNDERREPRESENTED GAUGE
ENCOURAGE SMALL
ACCOUNTABILITY MANDATORY
ANONYMOUS REUSE
PERSON QUESTION BEST
SAFE COMMITTED
TRAINING PAID
EXCLUSIONS PROCESS UTILIZE

CREATE TOP
ADDRESS
CONSISTENT ROLES
PROPOSAL PARTNERSHIPS
POLICY MAKING CAREER
PRIORITIZES REACH TOOLS
LEADERS
ADVOCACY INTERACTIVE POSSIBLE
FORM COLLEGE FEEDBACK
CREATE SUCCESS ELECT GROUP

ESTABLISH INADVERTENT INTRODUCE
SESSIONS WELL-INFORMED EMOTIONAL
DURING EMPLOYEE SUCH
STRATEGIES PROVIDE PRACTICES
NEED INSIGHTS REAL-LIFE
DATA DEVELOPMENT

ACCESSIBILITY
PROGRAM CENTER STIPEND
CHALLENGES FACILITATE REVIEW
JOB SUPPORT ORGANIZATIONAL WITHIN
BASIC UPDATE VARIOUS
EVENTS TASK GROUP LEVELS
REPRESENTING

STAFF INVOLVEMENT HALL ENGAGING
LEADERSHIP THINK SERVE
SPEAKERS CONSIDERATIONS DISABILITIES
HEARING SPACES MINI ACTION ESPECIALLY
VISIBLE TOWN THROUGH TANKS
DIRECT AVOID

DEPARTMENT CORPS
RECRUITING NEED REPORTING
SPECIFIC WORKFORCE THOSE
MENTORSHIP PROACTIVE ENSURE
PARTICIPATE EMPHASIZE WAGES
MEETINGS RECOMMEND COMMITTEES
GIVE AMBASSADOR HEALTHCARE
LISTENING CREATION

DELIVERABLES TIMELINE



Relaunch of DEIA CFT, initial review of existing E+I objectives and policies.

Sessions to refine the pillars of Commitment, Innovation, and Leadership.

Strategic meetings to discuss findings and necessary adjustments.

Policy updates + recommendations roll-out.

INITIATION PHASE

WORKSHOPS

ANALYZE SURVEY RESULTS

IMPLEMENTATION PHASES

APRIL

JUNE

JULY

FY25 Q1 & Q2

MAY

JUNE – JULY

AUGUST

DATA REVIEW

SURVEY DEVELOPMENT + LAUNCH

STRATEGY ADJUSTMENT

Gather detailed demographic data, including age, gender, ethnicity

Aimed at capturing internal insights and experiences.

Implementation of immediate action items based on survey feedback.

Advancing Accessibility & Inclusion

- **Staff Training & Awareness:**
 - To support diverse needs, the goal for all departments trained by Fall 2024
- **Sensory-Friendly Programming Pilots**
- **Collaborative Partnerships**
- **Future Planning**
- **Community Engagement & Educational Resources**



PROCESS APPROACH NEXT STEPS



DISCOVER PHASE 1

YOU ARE
HERE

02 DATA REVIEW

Analysis of CoEP demographic data

02

04 SURVEY + FOCUS GROUP LAUNCH

Capture internal perceptions and evaluate survey results

04

03

WORKSHOPS

Refining objectives, survey development and approval

PHASE 2

IMPLEMENTATION

05 STRATEGY ADJUSTMENT

Creativity and collaboration based on feedback. Create action items.

05

06

INITIATION PHASE

Relaunch of CFT

01

PHASE 1

- ✓ Policy Updates
- ✓ Leadership Workshops
- ✓ Sensory Friendly Programming + Training
- ✓ Survey Specifics
- ✓ 3rd Party Collaboration

Be your best and help your team **grow**



Discover insights

Understand what your team is thinking and feeling, and get the information you need to support them.



Ideate, together

Create a space for your team to brainstorm ideas and collectively collaborate.



Turn ideas into actions

Create an action plan to set goals and track progress on focus areas that matter most.

PHASE 2 DELIVERABLES



- **VOICE OF OUR WORKFORCE UPDATE +**
recommendations
- Finalize the recruitment of Equity Officer
- Prepare and deliver the comprehensive guide to our new Equity Officer
- Prioritize and develop a strategy
- Roll out programming based on survey, workshops and focus group feedback

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