

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

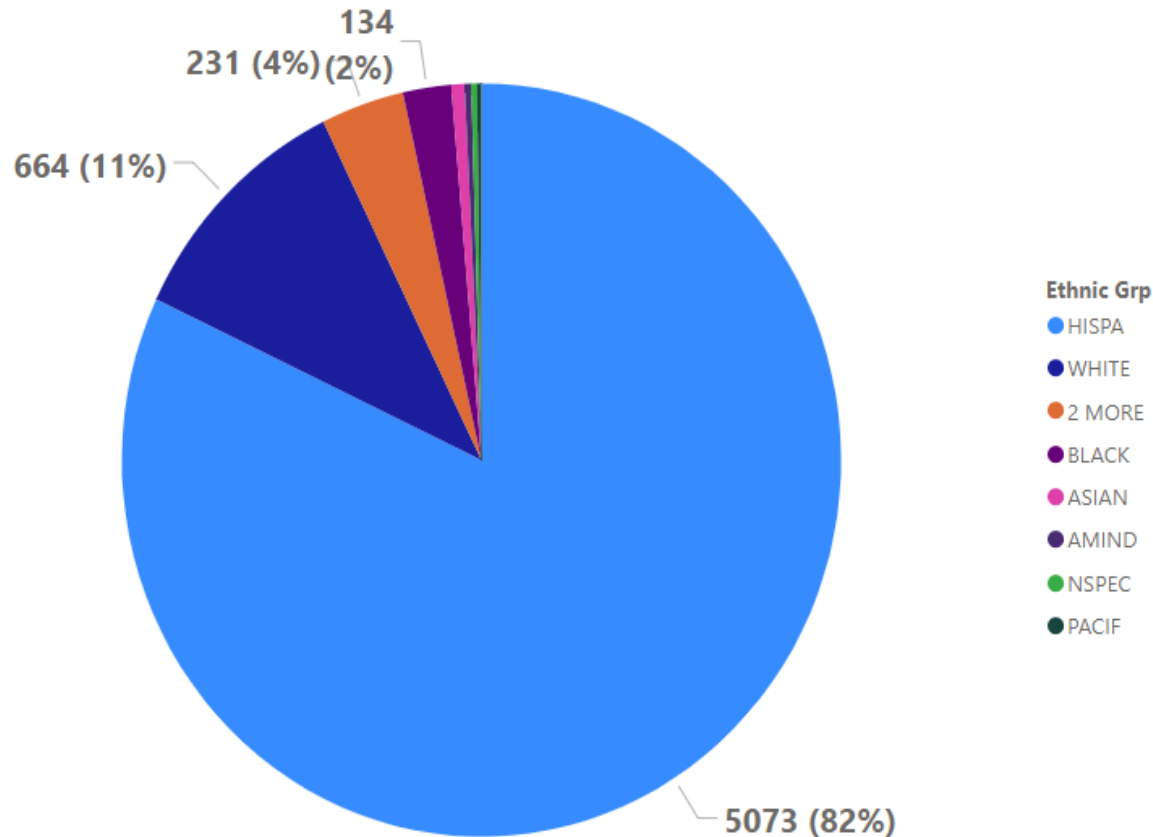
- **Internal Policies and Procedures**
- **Performance Metrics + Accountability**
- **Inclusive Workplace Culture**



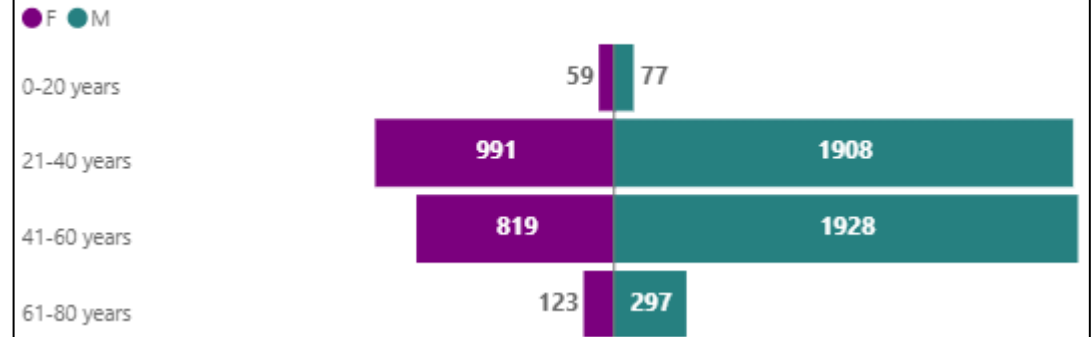
UNDERSTANDING OUR WORKFORCE

Demographic Composition and Retirement Eligibility

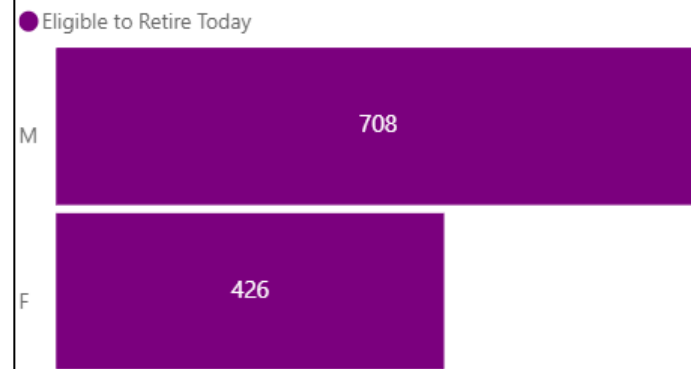
CoEP Ethnic Composition



CoEP Age and Gender

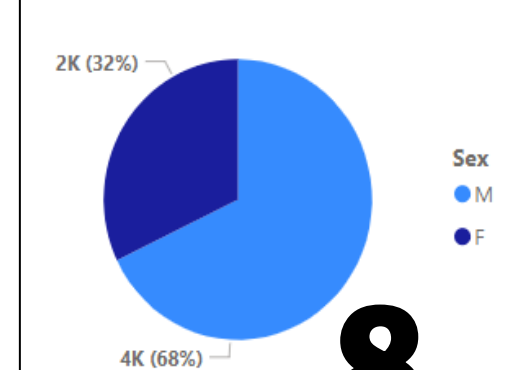


Retirement by Gender



*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

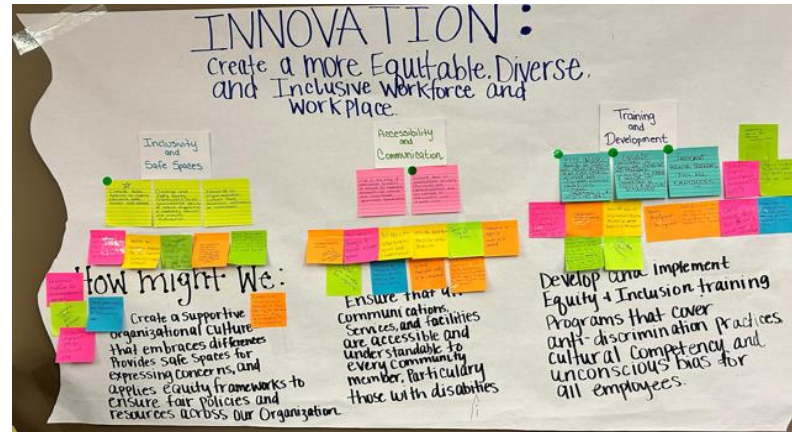
Commitment to Equity + Inclusion

Policy, Investment, and Community Collaboration

KEY INSIGHT

Transforming Organizational
Culture through Visible
Leadership Commitment

IN – PERSON WORKSHOP



WHAT MATTERS MOST

INVESTMENT LEVERAGE
COMMUNITY BIAS
ACTIVE GAUGE
ENCOURAGE SMALL
ACCOUNTABILITY MANDATORY
ANONYMOUS
PERSON QUESTION
SAFE
TRAINING

CREATE TOP
ADDRESS
CONSISTENT
ROLES
POLICY
LEADERS
ADVOCACY
FEEDBACK
ELECT GROUP

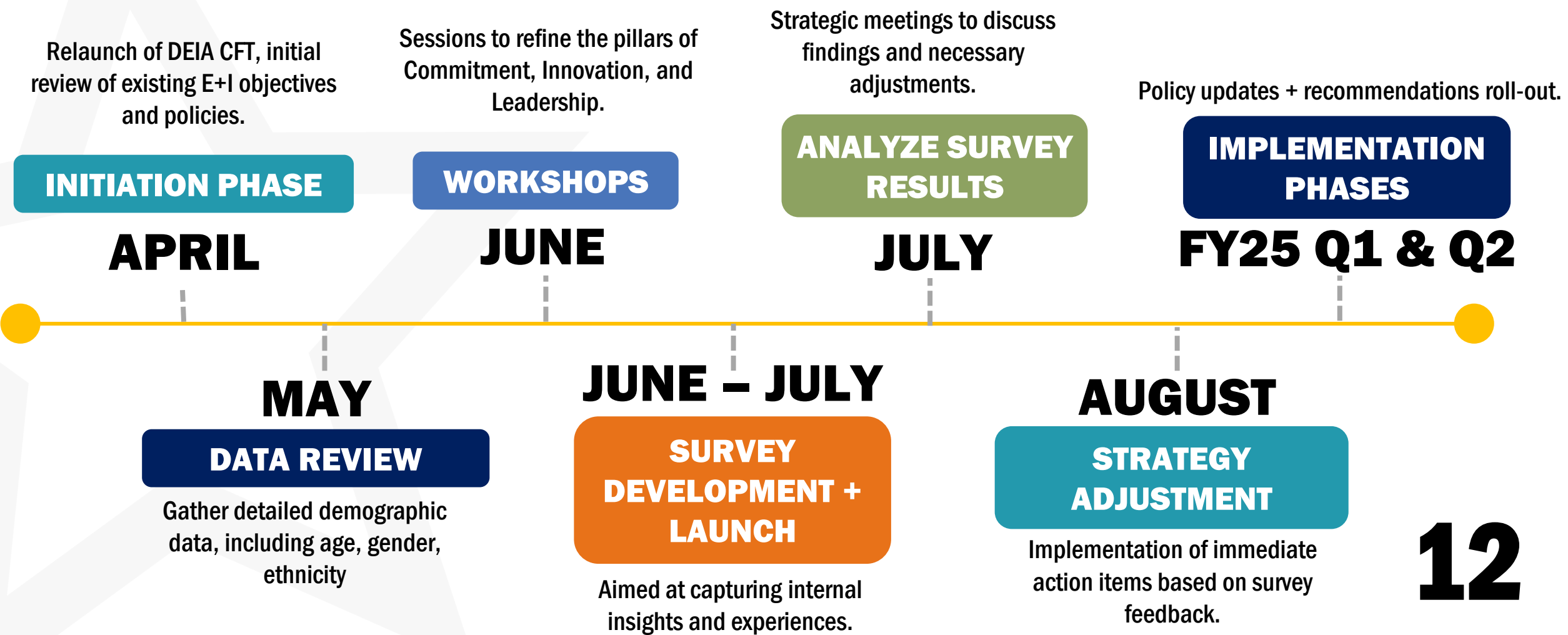
ESTABLISH
SESSIONS
WELL-INFORMED
EMOTIONAL
DURING
EMPLOYEE
SUCH
STRATEGIES
PROVIDE
PRACTICES
NEED
DATA DEVELOPMENT

ACCESSIBILITY
PROGRAM
CHALLENGES
FACILITATE
REVIEW
JOB
SUPPORT
ORGANIZATIONAL
WITHIN
BASIC
EVENTS

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

DEPARTMENT
RECRUITING
SPECIFIC
BASED
MENTORSHIP
PROACTIVE
PARTICIPATE
EMPHASIZE
MEETINGS
RECOMMEND
GIVE
AMBASSADOR
LISTENING
CREATION

DELIVERABLES TIMELINE



ACCESSIBILITY CFT SPOTLIGHT

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

DATA REVIEW

Analysis of CoEP demographic data

02

INITIATION PHASE

Relaunch of CFT

01

03

WORKSHOPS

Refining objectives, survey development and approval

YOU ARE
HERE

04

SURVEY + FOCUS GROUP LAUNCH

Capture internal perceptions and evaluate survey results

PHASE 2

IMPLEMENTATION

STRATEGY ADJUSTMENT

Creativity and collaboration based on feedback. Create action items.

05

06

14

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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