

Equity Steering Group

Findings and Recommendations

Council Members Anderson and Carter
with Mayor Burton

November 1, 2021



Background: Equity Steering Group

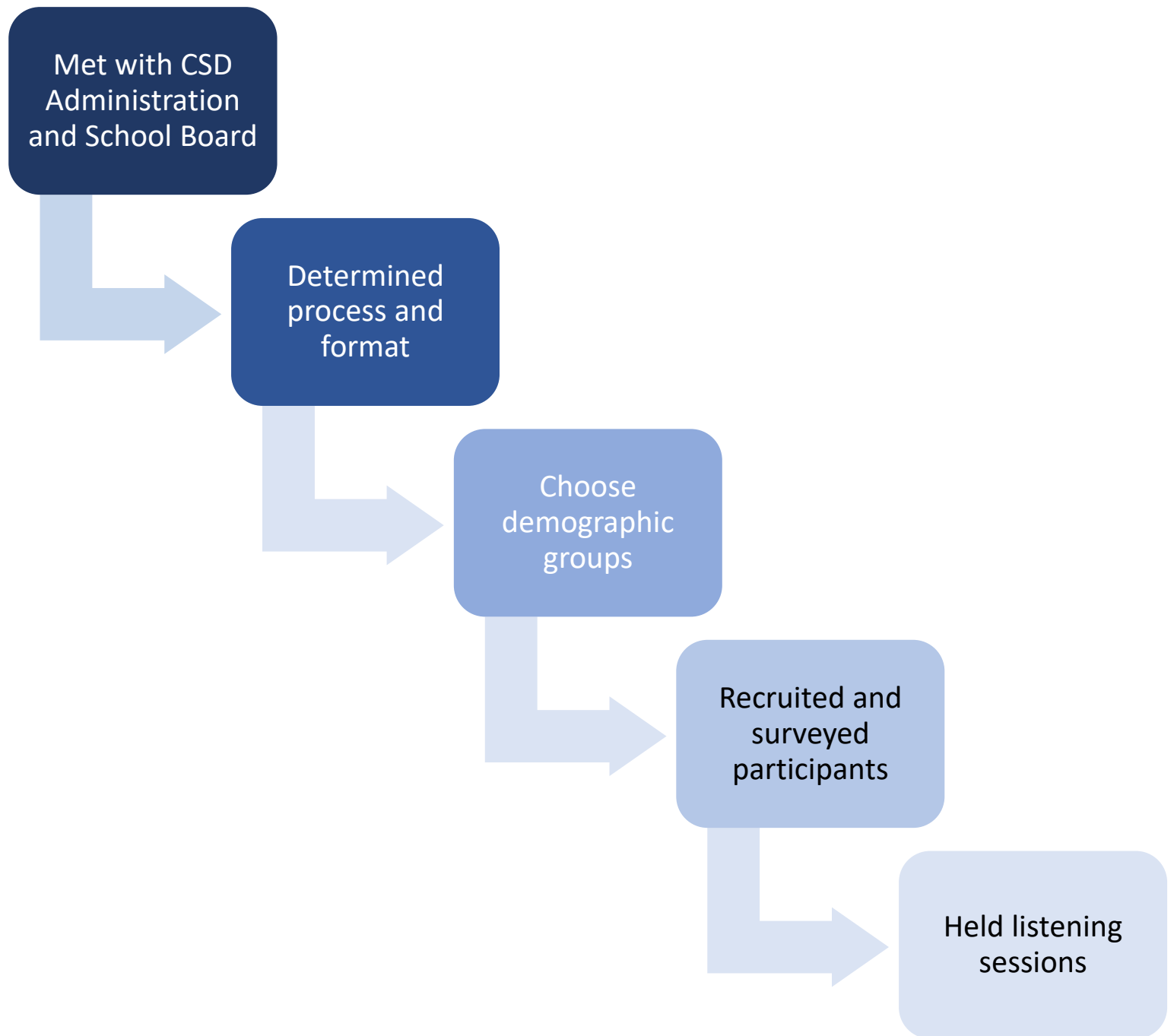
Formed by: RESOLUTION NO. 20-019 Adopted December 2020

A RESOLUTION of the Council of the City of Camas, Washington setting forth the framework for the establishment of an Ad Hoc Equity Advisory Committee

Now, therefore, be it resolved by the Council of the City of Camas as follows:

A. Council members Greg Anderson, Ellen Burton, and Bonnie Carter are hereby appointed as members of the Equity Steering Group to assist in the organizing of one or more forms of citizen engagement and develop a series of events through June 2021 designed to promote awareness and raise the community's level of engagement around issues of equity, diversity and inclusion and to encourage a dialogue between Camas residents and its elected officials on these topics. Planning for townhalls or other direct means of communication shall be made in conjunction with city administration, comply with the open public meetings act if applicable, and fall within the budget parameters as may be set.

Methodology



Current State: Key Learning

City services, practices or policies met/exceeded expectations

- Camas Library
- City administrative and Finance staff
- Fire/Emergency Medical Services (EMS)
- Police
- Public Works

City services, practices or policies that made you pause/reconsider

- Fire/EMS questioning
- Approach Police took during protests during summer 2020

Effect of social justice events in summer 2020

- Citizen public art as an expression, e.g., chalk
- Shocked and scared by actions and words of some residents
- Became more cautious and changed behavior

Future of Camas

- City and local businesses take a stand
- Events to increase cultural awareness held and attended
- Visual queues - flags and symbols

Key Themes

- Safety
- Representation
- Small Town Feel
- Opportunities

Recommendations

Safety

- Increase awareness
- Support diversity using visual cues
- Hold staff training

Representation

- Update value statements
- Recruit and retain diverse staff members
- Recruit boards and commission members

Small Town Feel

- Create opportunities for personal connection
- Partner with community and cultural organizations
- Host cultural events, large and small

Opportunities

- Create, recruit and support Equity Advisory Committee
- Expand partnerships
- Build community awareness

Proposed Committee Action Plan

Strategic plan and policies

- Recommend updates to city vision and mission statement
- Develop a statement about diversity, equity and inclusion
- Review and update job descriptions

Community engagement

- Determine whether to do additional outreach
- Host community cultural events, large and small

Awareness

- Provide connections to resources
- Encourage cultural understanding
- Promote visual cues

Programming

- Partner with and support local groups and organizations
- Host community cultural events, large and small
- Implement and support affordable housing education

Equity Advisory Committee

Recruit
members

Appointed
by Mayor

Approved
by Council

Supported
with staff

Moving Forward

- Be Brave
- Be Intentional and Purposeful Every Day
- Show We Care

Build on the Best

- “This has been really hard and frightening but it’s still the best place I have lived...”
- “We all need each other because that’s how we’re made, why we’re here. We have to work together...”
- “I really value Camas, it has so much more potential.”

Questions?





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