



## CITY OF MARSHALL AGENDA ITEM REPORT

<b>Presenter:</b>	Sharon Hanson
<b>Meeting Date:</b>	Tuesday, December 17, 2024
<b>Category:</b>	NEW BUSINESS
<b>Type:</b>	ACTION
<b>Subject:</b>	Adopt City of Marshall Diversity Equity and Inclusion Strategic Plan 2025-2030
<b>Background Information:</b>	<p>The City originally went through strategic planning process in 2019 that started with a World Café Event. Ensuring our diverse population was reached and part of the future goals of the city was a key input received as part of that process. Since then the city’s Strategic Plan was updated and includes the goal: Cultivate an informed, engaged and inclusive community. Core strategies includes:</p> <ul style="list-style-type: none"> <li>• Expand outreach to ethnically and culturally diverse members of the community to</li> <li>• increase engagement and representation across various commissions, committees,</li> <li>• and organizations within the city.</li> <li>• Work with DEI Commission and staff to develop a diverse talent pipeline for city staff</li> <li>• positions.</li> <li>• Support efforts of the DEI Commission to create a community-wide culture of value</li> <li>• and respect.</li> </ul> <p>As part of this work, the DEI Commission enlisted the help of a facilitator to establish a strategic plan specific to DEI. Three goals were established:</p> <ul style="list-style-type: none"> <li>• Support the DEI Commission by establishing clear procedures and policies</li> <li>• Building relationships with government entities and the community</li> <li>• Community Engagement and Communication</li> </ul>
<b>Fiscal Impact:</b>	None
<b>Alternative/ Variations:</b>	None
<b>Recommendations:</b>	Adopt City of Marshall Diversity Equity and Inclusion Strategic Plan 2025-2030