

DEI Commission Strategic Plan



MARSHALL

Strategic Priority Areas

1. **Internal Capacity, Processes, and Systems**
 2. **Relationship Building with Government Entities and Community**
 3. **Community-Engagement & Communication**
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1. Internal Capacity, Processes, and Systems

Goal: Support efforts to make the DEI Commission internal culture collegial, inclusive, accessible, and welcoming through clear procedures and policies

Objectives

- Commissioners define ways they create a robust collegiality among them (e.g., norms/ guidelines, understandings of generative conflict/conflict resolution, socials outside the meetings)
 - Meeting times are scheduled and adjusted to accommodate commissioner schedules
 - Robert's Rules of Order are reviewed in light of Consensus Decision Making models
 - By-Laws clearly reflect job “responsibilities”
 - Develop statement of intent and read before each meeting
 - Bring in speakers quarterly to build intercultural skills among commissioners
 - Implement DEI yearly review
 - Hire DEI Staff in communication with the DEI Commission – a position supported through the City of Marshall funds (and or grants)
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2. Relationship Building with Government Entities & the Community

Goal: Support efforts to build deeper relationships among governing and leadership entities with the community.

Objectives

- Advise the city council and commissions on improving equity policy and procedures
 - Review and monitor the city's Strategic Plan from a DEI lens every two years
 - Regularly review and evaluate the City's community outreach methods and activities to ensure messaging reaches diverse populations and provides inclusive participation opportunities.
 - Explore including high school youth on the DEI Commission
 - Organize annual or biannual “ Marshall City Diversity” award. Promote program and host a reception
 - Build relationship with Chamber of Commerce to encourage participation of chamber staff in DEI trainings and ongoing programming on intercultural competency and DEI topics.
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3. Community Engagement & Communication

Goal: Build a welcoming community valuing all residents and diverse cultures

Objectives

- Offer ongoing programming on intercultural competency (i.e., diverse community stakeholders could present on their culture, host movies, or roundtable discussions)
- Continue to host programming and events at a variety of times and locations to increase accessibility for community members (welcoming week...)
- Lead community conversations: provide a brave space for people to engage in uncomfortable discussions to build trust
- Provide coordinated efforts to recruit DEI Commission members with attention to diverse cultures, identities, age, backgrounds, geographical locations, resources, and skill sets.
- Create a “Report a Concern & Resources” on the website for issues of DEI, human rights, and civil rights issues.
- Hold focus groups o/r discussion groups at the high school engaging with new comers in partnership with UCAP, Chamber of Commerce, and other stakeholders
- Develop a Welcome Packet for newcomers
- Reach out to BIPOC community through yearly listening sessions (perhaps partnering with SMSU, Marshall high school or UCAP)
- Update online platforms frequently (ways to get in touch with the commission, how to get on the agenda, highlight learning opportunities in the community, etc)
- As often as possible, provide print communication translated into other languages (Spanish at minimum)
- Develop a list of examples how to work with the DEI Commission and list on the website
- Create flyers with QR codes that are handed out at parades and other events about the DEI Commission’s community forums or events
- Apply for grant funding to increase financial capacity to support initiatives identified by the community

DEI Commission Strategic Plan 2025-2030 [actions, timeline, resources]

| Goal | Action | Responsible | Priority | Completion Date | Resources |
|--|---|--------------------------|----------|--------------------------------|---|
| # 1. Review of Internal Processes and Systems | a) Commissioners define ways they can create a robust collegiality among them (e.g., norms/guidelines, understandings of generative conflict/conflict resolution, socials outside the meetings) | DEI Working Subcommittee | High | November 2024 | 1. Norms/Guidelines 2. Generative Conflict 3. Conflict Resolution |
| | b) Meeting times are scheduled and adjusted to accommodate commissioner schedules | Co-Chairs | High | September 2024 or January 2025 | |
| | c) Robert's Rules of Order are reviewed in light of Consensus Decision Making models | DEI Commission | High | January 2025 | Consensus Decision Making Models |
| | d) By-Laws clearly reflect job "responsibilities" | DEI Commission | High | January 2025 | ByLaw Recommendations |
| | e) Develop statement of intent and read before each meeting | DEI Commission | High | January 2025 | Statement of Intent Recommendation |
| | f) Bring in speakers to build intercultural skills among commissioners | | | | |
| | g) Implement DEI yearly review | DEI Commission | Moderate | December 2025 | DEI Tool |
| | h) Hire DEI Staff | City of Marshall | High | | |
| Goal | Action | Responsible | Priority | Completion Date | Resources |

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| # 2 Relationship Building with Government Entities & the Community | a) Advise the city council and commissions on improving equity policy and procedures | | | | |
| | b) Review and monitor the City's Strategic Plan from a DEI Lens every two years | | | | |
| | c) Explore including high school youth on the DEI Commission | | | | |
| | d) Organize annual "Marshall Human Rights" Award. Promote Program. Host a reception. | | | | |
| | e) Regularly review and evaluate the City's community outreach | | | | |
| | f) Build relationship with Chamber of Commerce to encourage participation of chamber staff | | | | |
| | g) Encourage diversification of chamber members and participation in chamber events | | | | |
| Goal | Action | Responsible | Priority | Completion Date | Resources |
| # 3 Community Engagement & Communication | a) Offer ongoing programming on intercultural competency (i.e., diverse community stakeholders could present on their culture, host movies, or roundtable discussions) | | | | |

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| | b) Continue to host programming and events at a variety of times and locations to increase accessibility for community members (welcoming week...) | | | | |
| | c) Lead community conversations: provide a brave space for people to engage in uncomfortable discussions to build trust | | | | |
| | d) Provide coordinated efforts to recruit DEI Commission members with attention to diverse cultures, identities, age, backgrounds, geographical locations, resources, and skill sets. | | | | |
| | e) Reach out to BIPOC community through yearly listening sessions (perhaps partnering with SMSU, Marshall high school or UCAP) | | | | |
| | f) Create a “Report a Concern & Resources” on the website for issues of DEI, human rights, and civil rights issues. | | | | |
| | g) Hold focus groups or discussion groups at the high school engaging with new comers in partnership with UCAP, Chamber of Commerce, and other stakeholders | | | | |
| | h) Develop a Welcome Packet for newcomers | | | | |

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| | i) Reach out to BIPOC community through yearly listening sessions (perhaps partnering with SMSU, Marshall high school or UCAP) | | | | |
| | j) Update online platforms frequently (ways to get in touch with the commission, how to get on the agenda, highlight learning opportunities in the community, etc) | | | | |
| | k) As often as possible, provide print communication translated into other languages (Spanish at minimum) | | | | |
| | l) Develop a list of examples how to work with the DEI Commission and list on the website | | | | |
| | m) Create flyers with QR codes that are handed out at parades and other events about the DEI Commission's community forums or events | | | | |
| | n) Apply for grant funding to increase financial capacity to support initiatives identified by the community | | | | |