

# CITY OF NORMAN

## **Diversity Roundtable**



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*Oversight Committee Meeting*

*February 10, 2022*

# Agenda

- Mission & Vision Principles
- Background and Legal
- Purpose
- Execution
- Content
- Goals
- Timeline



# Diversity & Equity Mission and Vision

## Mission

- To ensure **systems and resources are aligned** to create a more inclusive community and organizational workforce by building and sustaining an ecosystem of **education, engagement, and access** across all communities in Norman.

## Vision

- The City of Norman will **engage** its council, residents, business owners, and stakeholders to understand and support **the value of prioritizing Diversity & Equity** through leadership development, resources, and awareness **to impact quality of life and economic prosperity.**



# Background and Legal



August of 2021, the Oversight Committee heard the recommendation from the Human Rights Commission to create of a new commission: a Person of Color Advisory Commission.



Oversight Committee requested City staff review the proposal.



Based on that proposal, the input from the Human Rights Commission, and the Oversight Commission, the Office of Diversity and Equity is recommending the creation of a Diversity Roundtable.

## Considerations to Recommendation

- Strict OMA Requirements
- City Ordinance Requirements
- Other Considerations



# Purpose

Norman Residents & Stakeholders Addressing  
City Function Topics for Diverse Communities

- Reduce barriers
- Increase engagement
- Increase quality of life
- Enhance vibrancy



# Execution

10-15 Members representing various communities

Bi-monthly Meetings

2 year Commitment on a fiscal year timeline  
(initial cohort starts on staggered 1 and 2 year commitments)



# Execution

## Application Process



Open online,  
accessible application

Standard rubric for  
data-led application  
decisions processed  
through the Diversity  
& Equity Office



# Roundtable Content

## Focused Discussions

- Perceive access
- Experience barriers
- Positive impact

## Exposure to Civic Engagement

- Boards and Commissions
- Non-profits
- Departments





# Goals

Create actionable and measurable plans dedicated to building an inclusive community.

Increase access, awareness, belonging, and visibility of diverse communities.



# Thank you

Building an Inclusive Community

