

Staff Ideas to Increase Diversity, Equity, Inclusion at Tumwater

- **City-wide (policy and implementation) level:**
 - Equity Lens/Toolbox – @ Council, PC and others
 - Enhance relationships with area tribes
 - Land acknowledgement
 - Examine race in transportation planning
 - Partner with school district
 - Develop relationship with CIELO
 - Update the City logo
 - Being small and sustainable is better than big and unsustainable
 - Review zoning code/plans for references to outdated terms such as *“neighborhood character.”*
 - Have appropriate ethnic celebrations
 - Look at our events like the tree lighting and rather than avoid the differences, celebrate them.
 - Include diverse and culturally enriching and celebratory public art
 - With surveys and communications, are we reaching the right people?
 - Learn about pockets of poverty in our community
 - Update the City Diversity Statement
 - Look at how we define family and familial relationships in regulations
 - Report to Council on how we interview and hire people
 - Support small and minority businesses
 - Supplier diversity program for small, diverse and veteran businesses
 - When working with other groups, learn to be flexible. Do we really need all the rules we have?
 - Develop a plan in recreation and other parts of the City for “what do we do when.....?”
- **City-wide employee level:**
 - Employee workgroup
 - City-wide training: cultural competency, learning others’ history and stories
 - Council funding for this work
 - Keep IDEA Team going
 - Expand IDEA Team concept to other departments/workgroups
 - Collaborate more across departments
 - Get out and meet/interact with the community
 - Review hiring: Move from “fit” to “add”
 - Internalize moving from racist to anti-racist
 - Learning about and skill-building for subsets of community

- Enhance recruitment and hiring (e.g., DEI interview questions, representative participation in interviews)
- Have City-wide training be cross-departmental, so we hear the others' stories (e.g., police hearing the stories about zoning and redlining)
- Relook at "required" credentials for positions – do they unnecessarily limit our hiring pools?
- **Workgroup(s):**
 - Re-look at credentials for jobs
 - Find ways to informally interact with the community
 - Provide TRPC data to workgroups on data about Tumwater
 - Regularly schedule learning
 - Reading List/Reading group
 - Relook at DBI process and how to use it more effectively
 - Learn Spanish/Refine translation services
 - Help different cultures tell their story – particularly indigenous groups at community events and activities

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