

TO: City Council
FROM: John Doan, City Administrator
DATE: March 8, 2022
SUBJECT: Racial Equity Measures

1) Recommended Action:

Review and discuss ideas to advance racial equity in the City.

2) Background:

In parallel to the City Council's joint meetings with the School Board (Racial Equity Partnership), the City staff leadership team completed the 21-Day Racial Equity Challenge. At the conclusion of that training, the staff developed a brainstormed list of potential measures to advance racial equity in the City at the Citywide policy and implementation level, the Citywide employee level, and the individual workgroup level. Some are low-resource investment ideas, and others are more resource-intensive and require additional funding or staffing.

Staff recommends the Council answer where they want to go next with our racial equity work? The attached list is intended as a resource for the discussion.

3) Policy Support:

Goal: "Attract and grow a talented workforce that is inclusive, diverse, and equitable."

Diversity Policy Statement

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community.

The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services because diversity:

- strengthens workforce competence and performance
- celebrates and values individual differences
- serves an increasingly heterogeneous society
- ensures the relevance of the City's Mission, programs, and services
- is crucial to the City's ability to serve every citizen.

The City welcomes employees, volunteers, program participants, and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

4) Alternatives:

☐ This is a discussion of alternatives for future action.

5) Fiscal Notes:

These measures have varying degrees of resource needs.

6) Attachments:

A. Staff Ideas to Increase Diversity, Equity, Inclusion at Tumwater