

TO: City Council  
FROM: Brad Medrud, Planning Manager  
DATE: July 23, 2024  
SUBJECT: Diversity, Equity, Inclusion, and Belonging – Budget Planning

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1) Recommended Action:

This item is informational only.

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2) Background:

Dr. Linda Paralez will be presenting a summary of the City's work with Demarche Consulting Group on implementing diversity, equity, inclusion, and belonging concepts with the City staff and discussing how this work may be incorporated into the City's upcoming biennial budgeting process.

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3) Policy Support:

Refine and Sustain a Great Organization

- Update the non-represented employee compensation plan.
  - Attract, retain, and promote a talented and diverse workforce.
  - Create a dynamic culture of Diversity, Equity, Inclusion, and Belonging.
  - Support an environment of continuous learning and improvement, including Council.
  - Review plans, policies, and documents for potentially racist and biased language.
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4) Alternatives:

☐ None.

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5) Fiscal Notes:

Funding is from the general fund.

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6) Attachments:

A. Presentation