

# DIVERSITY, EQUITY AND INCLUSION COMMITTEE STRATEGIC PLAN ACTIONS

## Prioritization adopted by the DEI committee on August 9, 2022

### Priority Level 1

- Objective 1 Lecture series: Develop community conversations on DEI-related topics (i.e. racism, sexism, ageism, classism, heterosexism, access, prejudice, discrimination, bias, naming etc.); address topics with sensitivity, conviction, and compassion. Collaborate with City boards and commissions, community, school district, other cities.
- Objective 3 Develop a cultural calendar (highlight events, holidays, etc.)
- Objective 3 Work with other cities/school district to elevate, promote, support or partner in the development of cultural events (Pride, Dia de los Muertos, etc.)

### Priority Level 2

- Objective 1 Provide recommendations on meeting and event accessibility, as well as ADA enforcement.
- Objective 2 Engage youth to provide regular social media content (to share on City platforms).
- Objective 3 Provide recommendations regarding existing programs, meetings, events, etc. to make them more inclusive to all community members.

### Priority Level 3

- Objective 1 Juneteenth as a springboard to develop new multi-cultural events. Collaborate with Juneteenth Subcommittee, community.
- Objective 1 Identify and compile best practices among City departments; develop consistency.
- Objective 1 Develop partnerships, collaboration with businesses.
- Objective 2 Provide recommendations for producing bilingual materials.
- Objective 2 Highlight, share perspectives of community members to tie in with monthly themes. Interviews, columns (Boones Ferry Messenger).
- Objective 2 Highlight, advocate for businesses owned by marginalized people. Share their stories.
- Objective 3 Visual representation (flags, symbols, holiday decor on City property).
- Objective 3 Collaborate with City departments (Library, Parks, etc.) and boards (Arts, Culture & Heritage, Kitakata Sister City Board, Tourism, etc.).
- Objective 3 Acknowledge and recognize our multicultural heritage including; Kalapuya Natives, German and Greek settlers and Chinese laborers.