DEI Work Plan With Committee Input - OVERVIEW

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DEI work Plan with Committee input - OVERVIEW		1		1				1					
Action/Strategy		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ост	NOV	DE
	Mana an UC an Una An Ann an Alfa												
Lecture series	More notification to the public												-
Develop cultural calendar	2 support - Development new multi-cultural events												
Work with other cities/school district to support or partner in the development of cultural events												х	
Provide recommendations on meeting and event accessibility, as well as ADA													
enforcement	1 support - accessibility	+											
Engage youth to provide regular social media content		X	X	X	X	X	X	X	Х	Х	Х	Х	X
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all.													
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee,							x						
community.		+					×						X
	Recommendations regarding current policy - big component of mission statement, but												
Identify and compile best practices among City departments; develop consistency.	haven't tackled												<u> </u>
Recommendations for producing bilingual materials													
Recommendations for producing biinguar materials													
Highlight, share perspectives of community members to tie in with monthly themes.													
(BFM)	1 support - highlight community members in BFM & social media												
Highlight, advocate for businesses owned by marginalized people.	Black Business Association of Oregon (Liason)												-
Visual representation	5 support visual representation - easiest way to inform, educate and engage						x						
visual representation	oupport field reproduction - device may to morn, ouded and ongage												
Collaborate with City departments & other city boards	2 supports collaboration with other cities	+											+
Acknowledge and recognize our multicultural heritage	2 supports - acknowledge multicultural												

JANUARY				
	Emancipation Proclamation	World Braille Day	Martin Luther King Jr Day	Lunar New Year (Date varies Jan/Feb)
Action/Strategy	(Jan 1)	(Jan 4)	(3rd Monday Jan)	(Date varies Jan/Feb)
Lecture series				
Develop cultural calendar				
Work with other cities/school district to support or partner in the development of cultural events				
Provide recommendations on meeting and event accessibility, as well as ADA enforcement				
Trovide recommendations of meeting and event decessionity, as well as ABA emproviment				
Encode youth to provide regular cooled modia contant				
Engage youth to provide regular social media content				
Design that the second se				
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all				
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.				
Identify and compile best practices among City departments; develop consistency.				
Recommendations for producing bilingual materials				
				BFM article about how lunar new
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)				year is celebrated
Highlight, advocate for businesses owned by marginalized people.				
Visual representation				
Calleborate with City deportments & other eity beards				
Collaborate with City departments & other city boards				
Acknowledge and recognize our multicultural heritage				

FEBRUARY

Action/Strategy	Black History Month
ecture series	Event with library speaker; speaker tie-in
Develop cultural calendar	
Nork with other cities/school district to support or partner in the development of cultural events	
Provide recommendations on meeting and event accessibility, as well as ADA enforcement	
Engage youth to provide regular social media content	
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all	Book reading for kids
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.	
dentify and compile best practices among City departments; develop consistency.	
Recommendations for producing bilingual materials	
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)	
Highlight, advocate for businesses owned by marginalized people.	
	2 Support - More visual rep/media throughout the city.
/isual representation	WHS/BSU partner with City for larger art installations
Collaborate with City departments & other city boards	
Acknowledge and recognize our multicultural heritage	

MARCH				1			International Transgender
Action/Strategy	Festivals	Ramadan (date varies)	Women's History Month	Holi (date varies)	Nowruz (date varies)	Cezar Chavez Day (Mar 31)	Day of Visability (Mar 31)
Lecture series		Lecture & engage youth	Women in STEM library talk				
Develop cultural calendar							
Work with other cities/school district to support or partner in the development of cultural events.			Women in history book reading for kids				
Provide recommendations on meeting and event accessibility, as well as ADA enforcement.							
Engage youth to provide regular social media content	Festivals that engage youth and families; Youth outreach; colored powders, holiday background						
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all							
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.							
Identify and compile best practices among City departments; develop consistency.							
Recommendations for producing bilingual materials							
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)							
Highlight, advocate for businesses owned by marginalized people.							
Visual representation			Visual representation Library display				
Collaborate with City departments & other city boards		*Coding & technology Contributions					
Acknowledge and recognize our multicultural heritage		* Community Outreach to benefit less fortunate in recognition of Ramadan					

APRIL		1		1
	Deef Heritage Month	Arab American Heritage Month	Passover (date varies)	Ramadan - Eld -al-Fitr (date varies)
Action/Strategy	Deaf Heritage Month	wonth		
Lecture series				
Develop cultural calendar				
Work with other cities/school district to support or partner in the development of cultural events				
Provide recommendations on meeting and event accessibility, as well as ADA enforcement				
Engage youth to provide regular social media content				
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive				
to all				
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.				
Identify and compile best practices among City departments; develop consistency.				
Recommendations for producing bilingual materials				
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)				
Highlight, advocate for businesses owned by marginalized people.				
Visual representation				
Collaborate with City departments & other city boards				
Acknowledge and recognize our multicultural heritage				

МАҮ	Ι	Aning American Decific Islander	
Action/Strategy	NOT SPECIFIC	Asian American Pacific Islander Heritage Month	Jewish American Heritage Month
	Mental health awareness		March 11 August
ecture series	event ??		Mental Health Awareness Event
Develop cultural calendar			
Nork with other cities/school district to support or partner in the development of cultural events			
Provide recommendations on meeting and event accessibility, as well as ADA enforcement		Storywalk, celebrating different API groups in the community	
Toride recommendations on meeting and event decessionity, de wor de Aby Concretentent			
Engage youth to provide regular social media content			
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all.		May Day	
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.		Revival of plant growth (Green Time) Labor celebration	
dentify and compile best practices among City departments; develop consistency.			
Recommendations for producing bilingual materials			
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)			
Highlight, advocate for businesses owned by marginalized people.			
nighlight, auvocate for businesses owned by marginalized people.			
Visual representation			
Collaborate with City departments & other city boards			
Acknowledge and recognize our multicultural heritage			

JUNE		r	1
Action/Strategy	Pride Month	Immigrant Heritage Month	Juneteenth (Jun 19)
Lecture series			
Develop cultural calendar		Arbor Day - can be about gardening; our designation as a tree city; native PNW	
Work with other cities/school district to support or partner in the development of cultural events		plants	
Provide recommendations on meeting and event accessibility, as well as ADA enforcement			
Engage youth to provide regular social media content			
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all			
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.			Juneteenth Event (2021 - 2024)
Identify and compile best practices among City departments; develop consistency.			
Recommendations for producing bilingual materials			
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)			
Highlight, advocate for businesses owned by marginalized people.			
Visual representation	Chalk Art (2022?, 2023), Mural, Storywalk sign and Pin (2024)		
Collaborate with City departments & other city boards	Mural and Storywalk		
Acknowledge and recognize our multicultural heritage		Contributions to the economy	

JULY		
Action/Strategy	Disability Pride Month	American Disability Act (Jul 26)
Action/Strategy		
Lecture series		
Develop cultural calendar		
Work with other cities/school district to support or partner in the development of cultural events		
Provide recommendations on meeting and event accessibility, as well as ADA enforcement		
Engage youth to provide regular social media content		
recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all		
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develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.		
Identify and compile best practices among City departments; develop consistency.		
recommendations for producing bilingual materials		
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)		
Highlight, advocate for businesses owned by marginalized people.		
Visual representation		
Collaborate with City departments & other city boards		
Acknowledge and recognize our multicultural heritage		

NGUST	International Day of the Worlds		
	Indigenous Peoples Day	Senior Citizen Day	Raksha Bandhan
Action/Strategy	(Aug 9)	(Aug 21)	(date varies)
ecture series			
Develop cultural calendar			
C	Connect across cultures via "world"		
Vork with other cities/school district to support or partner in the development of cultural events n	nusic		
Provide recommendations on meeting and event accessibility, as well as ADA enforcement			
Engage youth to provide regular social media content			
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive			
o all			
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.			
dentify and compile best practices among City departments; develop consistency.			
Recommendations for producing bilingual materials			
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)			
Highlight, advocate for businesses owned by marginalized people.			
/isual representation			
Collaborate with City departments & other city boards			
Acknowledge and recognize our multicultural heritage			

SEPTEMBER	1		
Action/Strategy	Hispanic Heritage Month (Sep 15 - Oct 15)	Rosh Hashanah (date varies)	Yom Kippur (date varies)
	Library tie-in		
ecture series	Book reading for kids		
evelop cultural calendar			
Vork with other cities/school district to support or partner in the development of cultural events			
rovide recommendations on meeting and event accessibility, as well as ADA enforcement			
Tovide recommendations on meeting and event accessionity, as wer as hor one to one to the total of the	Focus on engaging youth celebration for		
ngage youth to provide regular social media content	our large hispanic population		
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to			
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.			
dentify and compile best practices among City departments; develop consistency.			
dentity and complie best practices among only departments, develop consistency.			
Recommendations for producing bilingual materials			
- Highlight, share perspectives of community members to tie in with monthly themes. (BFM)	Celebration of hispanic culture or celebrated person/s		
ngninght, share perspectives of community members to de in war monany anomeer. En the			
lighlight, advocate for businesses owned by marginalized people.			
/isual representation	Visual representation		
Collaborate with City departments & other city boards	Coco screening 2023		
	Latinx celebration or dances/food, Latino Outreach!		
Acknowledge and recognize our multicultural heritage			

OCTOBER

Action/Strategy	Disability Heritage Month	Indigineous Peoples Day (second Monday in Oct)	World Mental Health Day (Oct 9)	National Coming Out Day (Oct 10)
		Speaker series or other educational event about local	Speaker series on mental health topics	
Lecture series		indigenous group/s		
Develop cultural calendar				
Work with other cities/school district to support or partner in the development of cultural events				
Provide recommendations on meeting and event accessibility, as well as ADA enforcement				
Engage youth to provide regular social media content				
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all				
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.				
Identify and compile best practices among City departments; develop consistency.				
Recommendations for producing bilingual materials				
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)				
Highlight, advocate for businesses owned by marginalized people.				
Visual representation				
Collaborate with City departments & other city boards		Mental health benefits re: living in more harmony with nature		
Acknowledge and recognize our multicultural heritage		Latino Outreach		

NOVEMBER

NOVEMBER		Dia de los Muertos	Transgender Day of Rememberance	Diwali
Action/Strategy	Native American Heritage Month	(Nov 1)	(Nov 20)	(date varies)
Lecture series	* Speaker for Native American Month to focus on the REAL story * History of the area * Library tie-in			
Develop cultural calendar				
Work with other cities/school district to support or partner in the development of cultural events		Partner with WHS (2023)		
Provide recommendations on meeting and event accessibility, as well as ADA enforcement				
Engage youth to provide regular social media content				
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all	Kids book reading			
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.		Multicultural event for the community	International potluck, International festival	Diwali dinner; education on event; plugging nearby temples with public celebrations
Identify and compile best practices among City departments; develop consistency.				
Recommendations for producing bilingual materials				
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)				
Highlight, advocate for businesses owned by marginalized people.				
Visual representation	Indigenous visual representation			
Collaborate with City departments & other city boards				
Acknowledge and recognize our multicultural heritage				

DECEMBER

DECEMBER		11			1
Action/Strategy	Rosa Parks Day (Dec 1)	Internatnational Day of People with Disabilities (Dec 3)	Hanukkah (date varies)	Kawanzaa (Dec 26 - Jan 1)	Las Posadas (not on calendar
Lecture series					
Develop cultural calendar					
Work with other cities/school district to support or partner in the development of cultural events					
Provide recommendations on meeting and event accessibility, as well as ADA enforcement					
Engage youth to provide regular social media content					
Recommendations regarding existing programs, meetings, events, etc. to make more inclusive to all					
Develop new multi-cultural events, Collaborate with Juneteenth Subcommittee, community.					Posadas Event 2023
Identify and compile best practices among City departments; develop consistency.					
Recommendations for producing bilingual materials					
Highlight, share perspectives of community members to tie in with monthly themes. (BFM)					
Highlight, advocate for businesses owned by marginalized people.					
Visual representation					
Collaborate with City departments & other city boards					
Acknowledge and recognize our multicultural heritage					