



Diversity, Equity and Inclusion Committee Staff Report

Date: July 29, 2025

From: Zoe Mombert, Assistant to the City Manager

Subject: Draft Social Equity Framework

Recommended Action:

Review the document and provide feedback to staff.

Background:

The DEI Committee has received briefings about this project in January and April 2025. Based on previous committee feedback, the draft guidebook was developed. The guidebook is not complete. Committee members will notice that the table of contents and all items listed in the appendix need to be developed. There are also a few highlighted items that need to be confirmed or added to the document.

At this meeting, committee members have the opportunity to provide feedback on the content in the draft document.

Project Next Steps

1. DEI Committee reviews the content in the draft document – provides input (*July 29 meeting*)
2. Guidelines are updated based on the suggestions and wordsmith to make the document clearer.
3. The Executive Team reviews the final draft version
4. DEI Committee Reviews and makes a recommendation to the City Manager to implement the guidelines (*August or September 2025*)
5. Implementation

Fiscal Implications:

N/A

Steps Following Approval:

N/A

Attachments:

Draft Social Equity Framework: Events & Programs Guidebook