



## CITY COUNCIL MEETING STAFF REPORT

<b>Meeting Date: July 18, 2022</b>		<b>Subject: Resolution No. 2979</b> Diversity, Equity and Inclusion Committee Strategic Plan  <b>Staff Member:</b> Zoe Mombert, Assistant to the City Manager  <b>Department:</b> Administration	
<b>Action Required</b>		<b>Advisory Board/Commission Recommendation</b>	
<input checked="" type="checkbox"/> Motion <input type="checkbox"/> Public Hearing Date: <input type="checkbox"/> Ordinance 1 <sup>st</sup> Reading Date: <input type="checkbox"/> Ordinance 2 <sup>nd</sup> Reading Date: <input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Information or Direction <input type="checkbox"/> Information Only <input type="checkbox"/> Council Direction <input type="checkbox"/> Consent Agenda		<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Denial <input type="checkbox"/> None Forwarded <input type="checkbox"/> Not Applicable  <b>Comments:</b> The Diversity, Equity and Inclusion Committee unanimously recommended approval of the strategic plan at their May 10, 2022 meeting.	
<b>Staff Recommendation:</b> Staff recommends Council adopt the Diversity, Equity and Inclusion Committee Strategic Plan.			
<b>Recommended Language for Motion:</b> I move to adopt the Diversity, Equity and Inclusion Committee Strategic Plan.			
<b>Project / Issue Relates To:</b>			
<input checked="" type="checkbox"/> Council Goals/Priorities: Diversity, Equity and Inclusion	<input type="checkbox"/> Adopted Master Plan(s):	<input type="checkbox"/> Not Applicable	

### ISSUE BEFORE COUNCIL:

Adoption of the Diversity, Equity and Inclusion Committee Strategic Plan.

**EXECUTIVE SUMMARY:**

The Diversity, Equity and Inclusion (DEI) Committee was established at the direction of the Wilsonville City Council in January 2021. On May 3, 2021, the Council passed Resolution 2893, adopting the charter & bylaws. On May 17, 13 community members were appointed and the On December 14, 2021, the DEI Committee established their Mission and Vision and it was presented to the City Council on December 20, 2021.

**Mission**

The Diversity, Equity and Inclusion Committee serves to connect Wilsonville to the diverse perspectives and lived experiences of its people. We advocate for equitable access and opportunity for every community member. We identify barriers to participation and inclusion, and pursue programs, policies, partnerships and ideas that remove those barriers.

**Vision**

The Wilsonville Diversity, Equity and Inclusion Committee is a beacon of connectivity, empowered to take thoughtful action to ensure sustained community collaboration to foster a climate of inclusion and belonging for all residents in and visitors to Wilsonville.

After establishing Mission and Vision for the DEI Committee, they started to work on a strategic plan that will guide the committee's work moving forward. The Strategic Plan (Attachment 1) has three main objectives including Community Engagement, Communication & Education and Inclusive Cultural Events, Celebrations and Holiday Recognitions. There are strategic actions for each objective, which the DEI Committee will prioritize after the adoption of the strategic plan.

The City Council discussed the draft strategic plan during their work session on June 20, 2022. During the discussion, council stressed the importance of sharing community members' stories to better understand one another. This will be accomplished under Objective 2: Communications & Education strategic action "highlight, share perspectives of community members to tie in with monthly themes. Interviews, columns (Boones Ferry Messenger).

Additionally, Council expressed a desire for the plan to recognize our cultural heritage. Based on the specific examples given by Council regarding the German settlers and Chinese workers who had a large impact on the early days of the area. To address this, an additional strategic action has been added under Objective 3: Inclusive Cultural Events, Celebrations and Holiday Recognitions which states "Acknowledge and recognize our multicultural heritage including; Kalapuya Natives, German and Greek settlers and Chinese laborers." The DEI Committee will collaborate with the Arts, Culture and Heritage committee on this work to ensure that there is not overlap in work.

**EXPECTED RESULTS:**

The DEI Committee Strategic Plan will guide the Committee's work over the next one to two years.

**TIMELINE:**

After adoption of the strategic plan, the committee will prioritize the actions and then start to implement the plan.

**CURRENT YEAR BUDGET IMPACTS:**

There are not any anticipated budget impacts. Once the DEI Committee prioritizes the strategic plan, they could seek City Council Approval for a supplemental budget request to advance future project.

**COMMUNITY INVOLVEMENT PROCESS:**

The DEI Strategic Planning Subcommittee met February 15, March 1, March 16, April 26 and May 5 via zoom to discuss the strategic plan framework and develop the framework for focus groups and online survey. Focus groups, which were advertised on the Cities website, Boones Ferry Messenger and Facebook were held on April 13, April 16 and May 4 via zoom. There was also an online survey, which was available on the City's website from late March to late April. The feedback received at the focus groups and surveys was used to inform the strategic plan. The subcommittee reported back to the DEI Committee discussed the strategic plan at their February 8 and March 8 meetings before recommending the strategic plan to City Council for adoption at their May 10 meeting.

**POTENTIAL IMPACTS OR BENEFIT TO THE COMMUNITY:**

The DEI Committee Strategic Plan will help guide their work over the next one to two years.

**ALTERNATIVES:**

The City Council could approve with modifications or choose not to approve the DEI Committee Strategic Plan.

**CITY MANAGER COMMENT:**

N/A

**ATTACHMENTS:**

1. Resolution No. 2979
  - A. Diversity, Equity and Inclusion Committee Strategic Plan.