



DEI Working Group

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Introductions & Ice-Breaker

1. What brings you to the table?
2. What is your understanding of DEI in the context of local government?

Themes from Individual Conversations

1. Addressing the need for expertise and staff training
2. Shifting organizational culture and garnering interdepartmental buy-in
3. Improving engagement with residents that are not traditionally included
4. Assessing social service gaps for vulnerable residents
5. Re-imagining the role of Human Relations Commissions
6. Using community data to inform DEI priorities
7. Assessing organizational practices such as hiring and recruitment, strategic planning, budgeting, and procurement

Discussion Questions

1. What is the biggest challenge in your community related to DEI that you hope to address?
2. What would you like to learn from other communities?
3. What would you like to walk away from these meetings with?