



DEI Working Group

JULY 8, 2022

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METROPOLITAN MAYORS CAUCUS

Updates

Katie leaving for grad school in September

Case Study Update

- In discussions with a graphic designer to create an interactive web portal
- 5 case studies currently completed in pdf form

Strategic Planning for 2022-2023

- Brainstorming topics to be discussed at future meetings
- Survey will be sent out after this meeting to vote on order of topics

Strategic Planning for 2022-2023 Discussion

Are there any topics from last year you would like to revisit or dive deeper into in the upcoming year?

- Establishing Shared Understandings of DEI
- DEI for Strategic Planning
- Community Engagement
- Changing Organizational Culture
- Staff Training
- Interdepartmental Working Groups
- Leveraging Community Partnerships
- Human Relations Commissions
- Hiring & Recruitment
- Data Analytics
- Equitable Purchasing / Procurement
- Assessing Social Service Gaps
- Policy Audits for Equity

Strategic Planning for 2022-2023 Discussion

Are there any topics from the survey that you would like to discuss this year?

- Encouraging diverse participation on municipal boards and commissions
- Supporting local minority-owned businesses
- Building relationships with immigrant and refugee groups
- Working with multilingual populations
- Emergency communications with vulnerable residents
- Integrating equity into sustainability and environmental planning
- Identifying and addressing environmental justice areas

Strategic Planning for 2022-2023 Discussion

Is there anything else you would like to discuss in the upcoming year?

Some things that have come up:

- Employee retention
- Internal Staff Surveys
- External Community Surveys
- Identifying Data
- Working with social workers
- Interjurisdictional collaboration

Other ideas?

Assessing Social Service Gaps

ICEBREAKER Questions

What social services are you aware of within your municipality, and which departments or agencies are responsible for them?

Discussion Questions

- Do you have social workers at your municipality, and if so, are they employed by the municipality or contracted through a separate agency?
- How do you communicate the availability of social services to those in need? (website, ask-only, direct outreach, etc.)
- Has your municipality taken any steps to identify gaps in social services? If so, how?

Other Items

Next Meeting: Policy Audits for Equity, August 12th

What are your questions about this topic?