



A place where families and businesses thrive.

CITY RECORDER USE ONLY:

AGENDA ITEM #: _____

MEETING DATE: 12/14/2020

FINAL ACTION: Work Session

CITY COUNCIL STAFF REPORT

TO: *City Council*

FROM: *Jesse VanderZanden, City Manager*

MEETING DATE: *December 14, 2020*

PROJECT TEAM: *Paul Downey, Administrative Services Director;
Elizabeth Stover, Program Coordinator*

SUBJECT TITLE: *Diversity, Equity, and Inclusion (DEI) Project Kickoff*

ACTION REQUESTED:

	Ordinance		Order	X	Resolution		Motion		Informational
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X all that apply

ISSUE STATEMENT: The City has contracted with MIG, Inc. (MIG) to: 1) provide DEI training for City Council and staff; and 2) work with the City to develop a DEI Plan that the City can incorporate as part of its daily operations. Tonight MIG staff will present an overview of the project and have a discussion with the Council about the project so the consultants can obtain input from the Council about Council expectations and desired results from this project.

DISCUSSION: The City released a request for quotes (RFQ) for services for DEI training and development of a DEI Plan for the City. The City received 11 proposals. A committee consisting of members of the City's Internal DEI Team, the City's Library Director, and I reviewed and scored the proposals. Four finalists were interviewed by the same group and Brenda Camilli, the City's HR Manager who is also a member of the City's DEI Internal Team. Consensus was reached to hire MIG as the consultant to provide the requested services. City staff has already made efforts towards the Council's DEI goal that will inform the collaborative work between the City and MIG, including: forming an internal DEI team, creating a tentative inventory of DEI efforts, issuing collateral regarding these efforts, and publishing a DEI page on the City's website. MIG has provided its presentation for the package and will discuss the project and planned tasks and timelines with the Council prior to having discussion with the Council at tonight's work session about the project.

The City's Internal DEI Team and I will be the internal working group that will work with MIG on the project and its progress. Elizabeth Stover, the City's Program Coordinator, will oversee the project and be the City's main point of contact with MIG throughout the project. The current timeline has the project being completed in 2021. The City and the consultant agree the timeline may need to have some flexibility due to COVID. Staff is looking forward to getting this project underway.



CITY OF FOREST GROVE

Diversity, Equity, and Inclusion Plan and Training Services



Today's Agenda

- I. Framing Our Approach
- II. Planning Process Overview
- III. Discussion with City Council

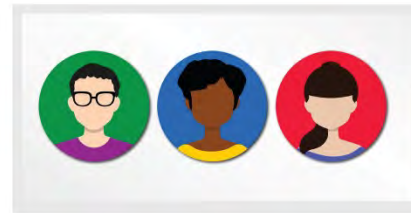


Forest Grove DEI Efforts

- Equity is a core value at the City.
- This year, the Council reaffirmed their commitment by passing as Goal 1: “Support diversity, equity, and inclusion in the delivery of City services and operations” as a top priority.



DIVERSITY, EQUITY, AND INCLUSION



A place where families and businesses thrive.

1924 Council Street
PO Box 326
Forest Grove, OR 97116
503.992.3200 www.forestgrove-or.gov

OUR COMMITMENT

The City of Forest Grove is a friendly and welcoming community for all, with a diverse and vibrant mix of ethnicities and professions; from Latinx, Hawaiian, and Asian to farm families, tech workers, and students.

Equity is a core value at the City. In 2017, City Council declared the City “an inclusive community for all persons, regardless of race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental and physical ability, veteran status, or age.”

This year, the Council reaffirmed their commitment by passing as Goal 1: “Support diversity, equity, and inclusion in the delivery of City services and operations” as a top priority.

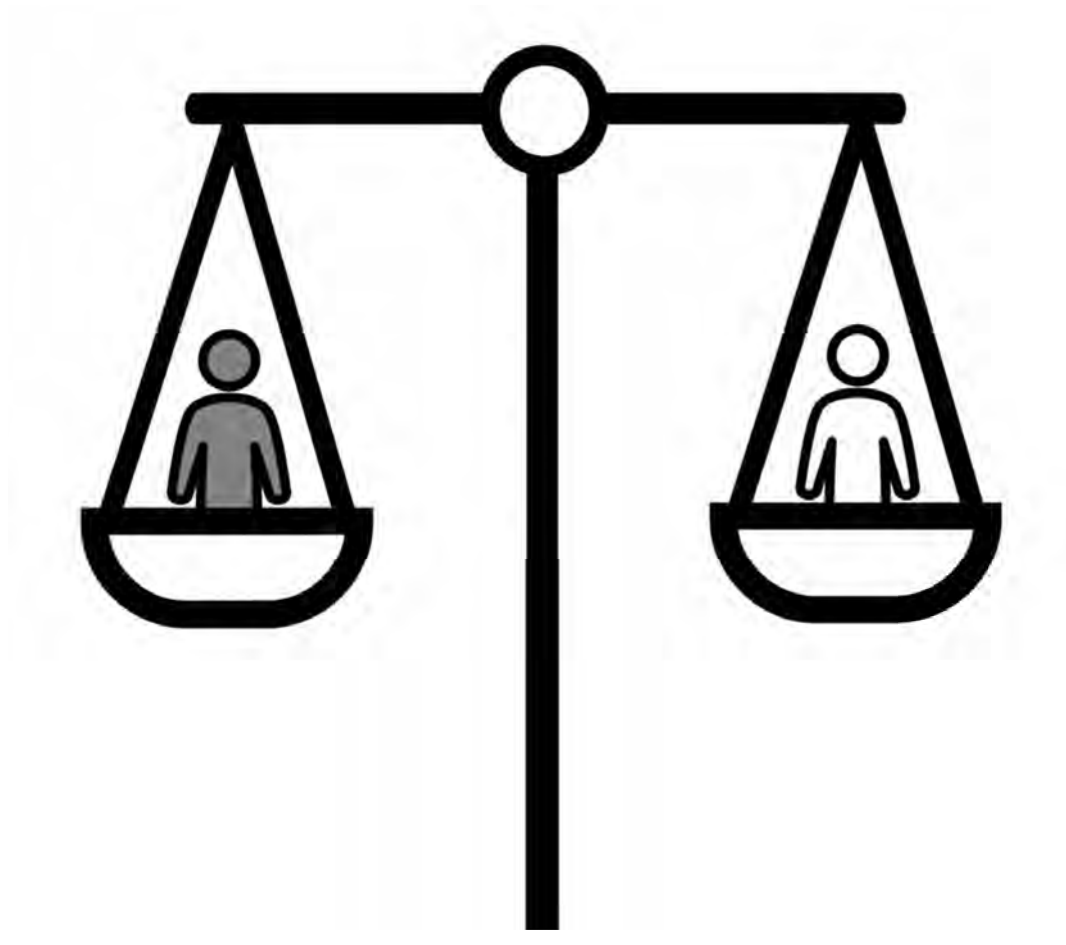
The objectives of Goal 1 include:

- 1.1 Develop a DEI plan that includes an assessment of hiring practices and equitable delivery of city services and operations.
- 1.2 Continue DEI Advisory Team and internal assessment.
- 1.3 Support training for DEI Advisory Team, Directors, and Council.

The full 2020-2021 City Council Goals can be found on our website.



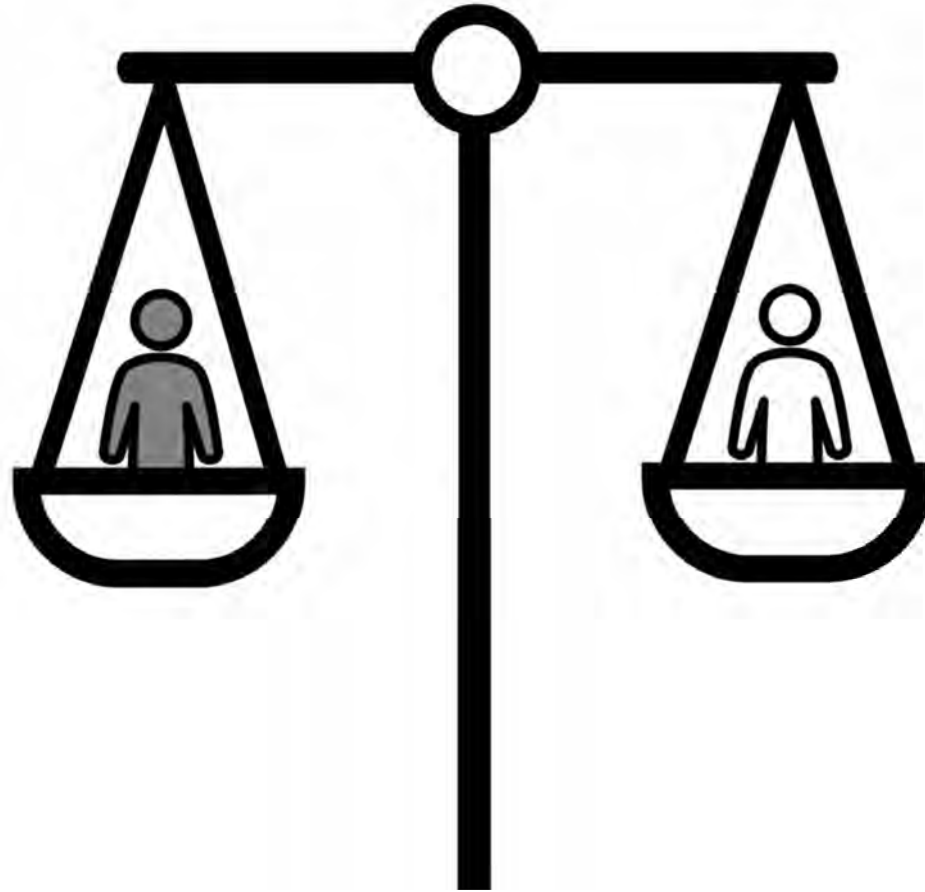
What is Equity?



What is Equity?

“Just and fair inclusion into a society in which all can participate, prosper and reach their full potential.”

--- PolicyLink



Why is Equity *essential*?

REMOVING BARRIERS

GREATER ACCESS TO DETERMINANTS OF EQUITY

THRIVING PEOPLE AND COMMUNITY



HIGHER:

- ON-TIME GRADUATION
- WAGES
- EDUCATED AND SKILLED WORKFORCE
- QUALITY/ AFFORDABLE HOUSING

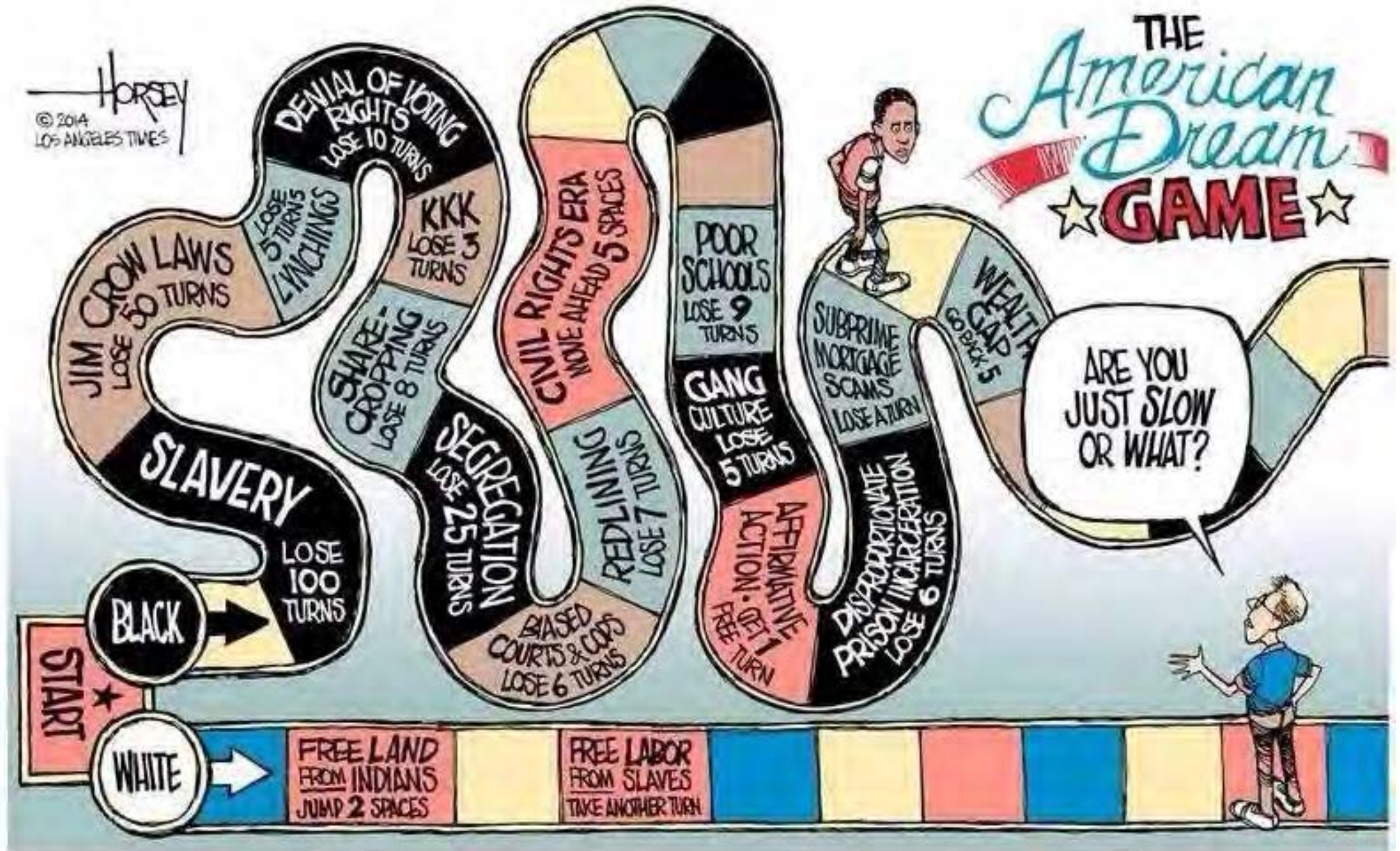
LOWER:

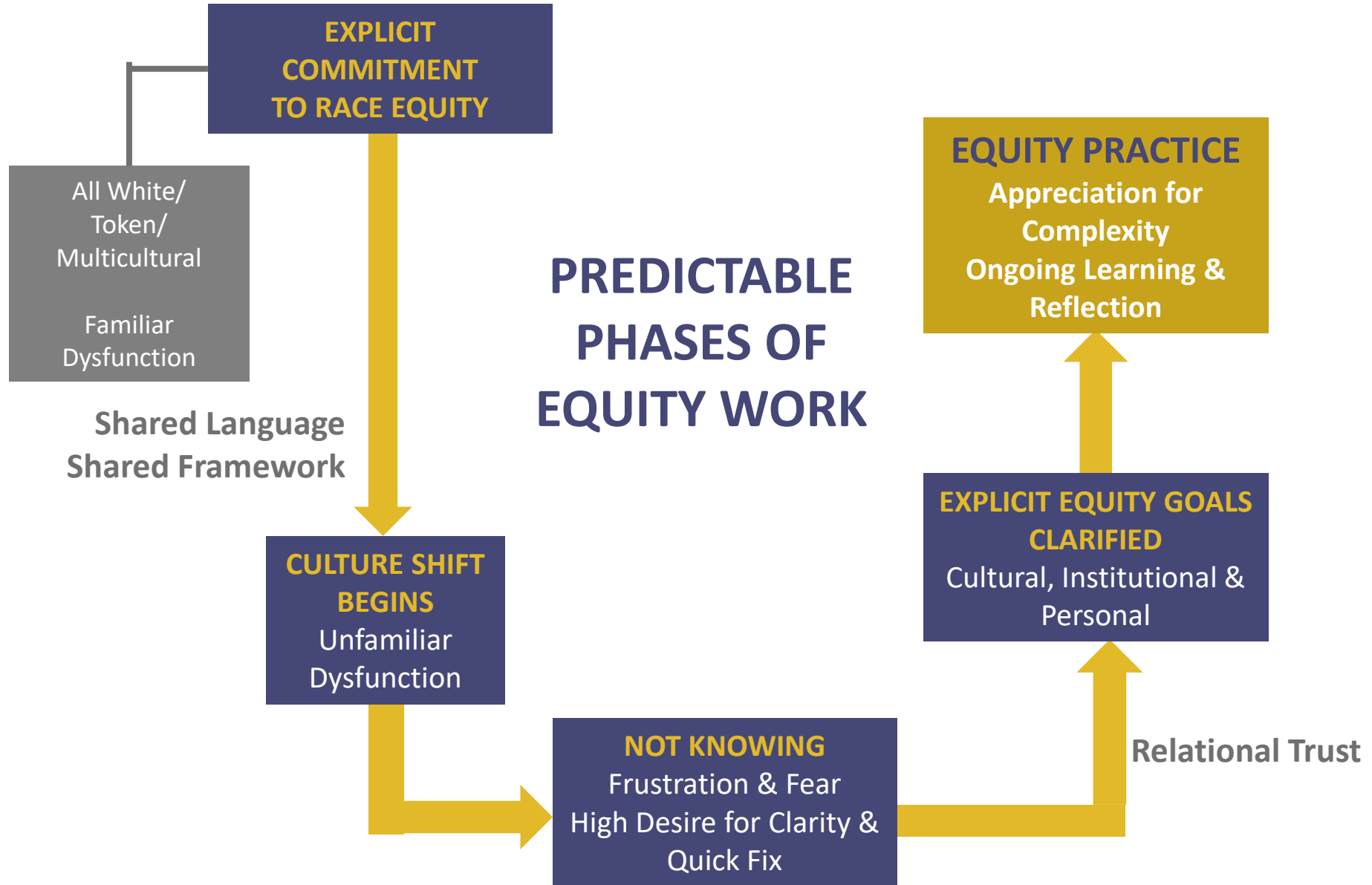
- HEALTH CARE COSTS
- HEALTH PROBLEMS
- CRIME
- UNFILLED HIGH-SKILLED JOBS
- INCARCERATION

WE ARE ALL BETTER OFF WHEN
ALL OF US ARE BETTER OFF.

HORSEY
© 2014
LOS ANGELES TIMES

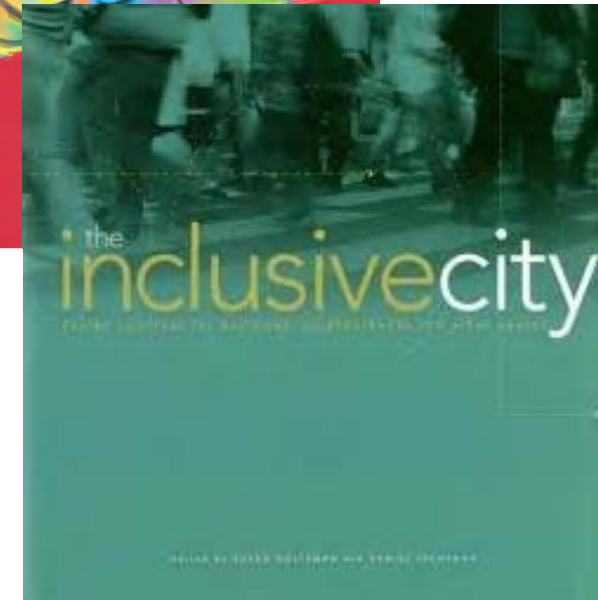
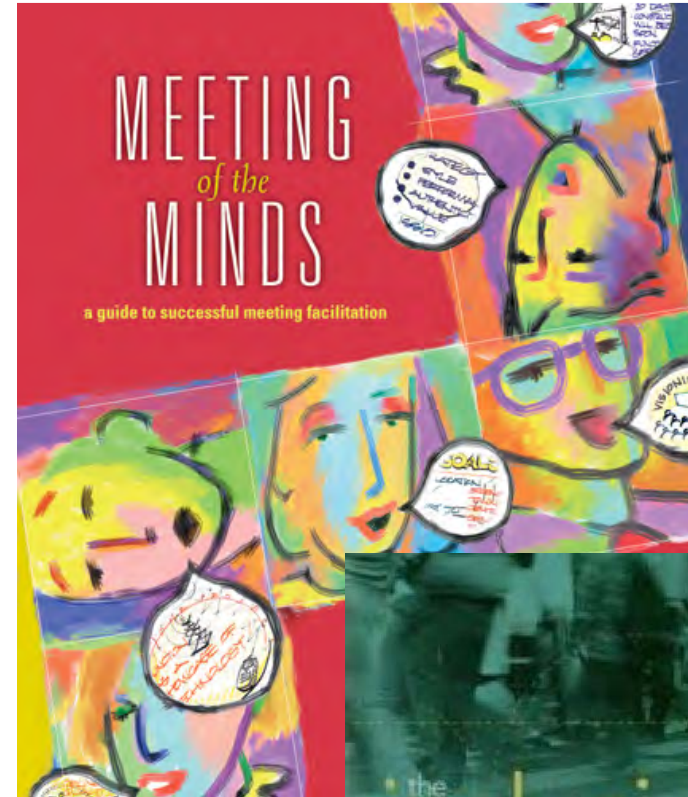
THE *American Dream* ★ GAME ★





About MIG

- Change Agents
- Mission-Driven
- Problem Solvers
- Creative
- Strategic
- Innovative
- Inclusive



MIG Equity Studio

Developed in 2018

The work of the Equity Studio is both inward facing and outward facing, as we strive to advance equity and inclusion both internally as an organization and in our consulting practice.

Dedicated work groups

- Diverse Staff Recruitment and Retention
- Practice Change and Internal Communications
- Thought Leadership and External Communications



The MIG Action Plan for Racial Equity, Inclusion & Justice

As a community of professionals, MIG is committed to being a catalyst for change and working to dismantle systems of oppression.

Advancing racial equity, inclusion and justice within our firm and in our work is critical to our mission.

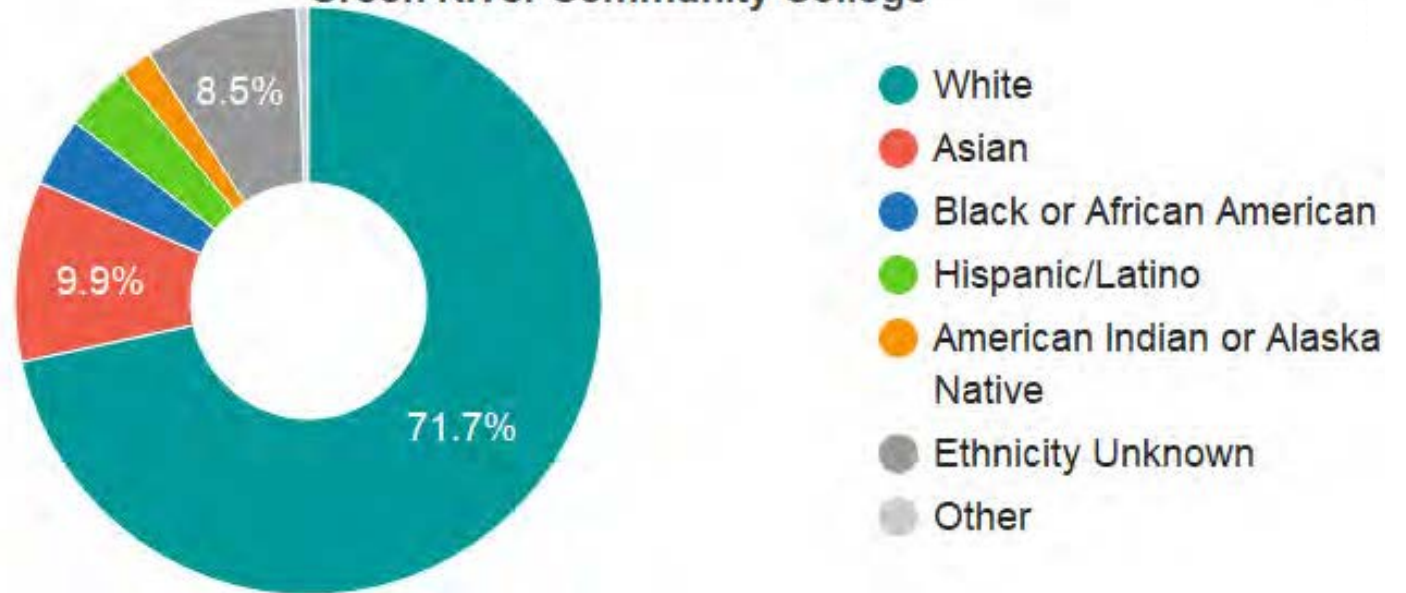
- We commit to doing the **hard work and investing our resources to eradicate racism and advance equity** within the firm and across the industries and communities we serve.
- We place issues of social and racial **equity at the forefront** of our organizational and operational strategy.
- Our goal is to **shift mindsets, practices**, and systems at all four levels on which racism operates.
- We will work to **challenge our biases** and to understand and address power dynamics.
- We seek to **create a sense of belonging** in which staff of all races, ethnicities, gender identities, sexual orientations, disability status and other intersectional identities can retain their uniqueness in the MIG workplace.
- We will work to **elevate the voices of people of color**, diversify our leadership and create inclusive, multicultural spaces for all MIG staff and partners.
- We will **root out tokenism** in every aspect of our work. We will create and apply equity-centered frameworks to our projects and partnerships.

MIG TEAM SELECTED EXPERIENCE

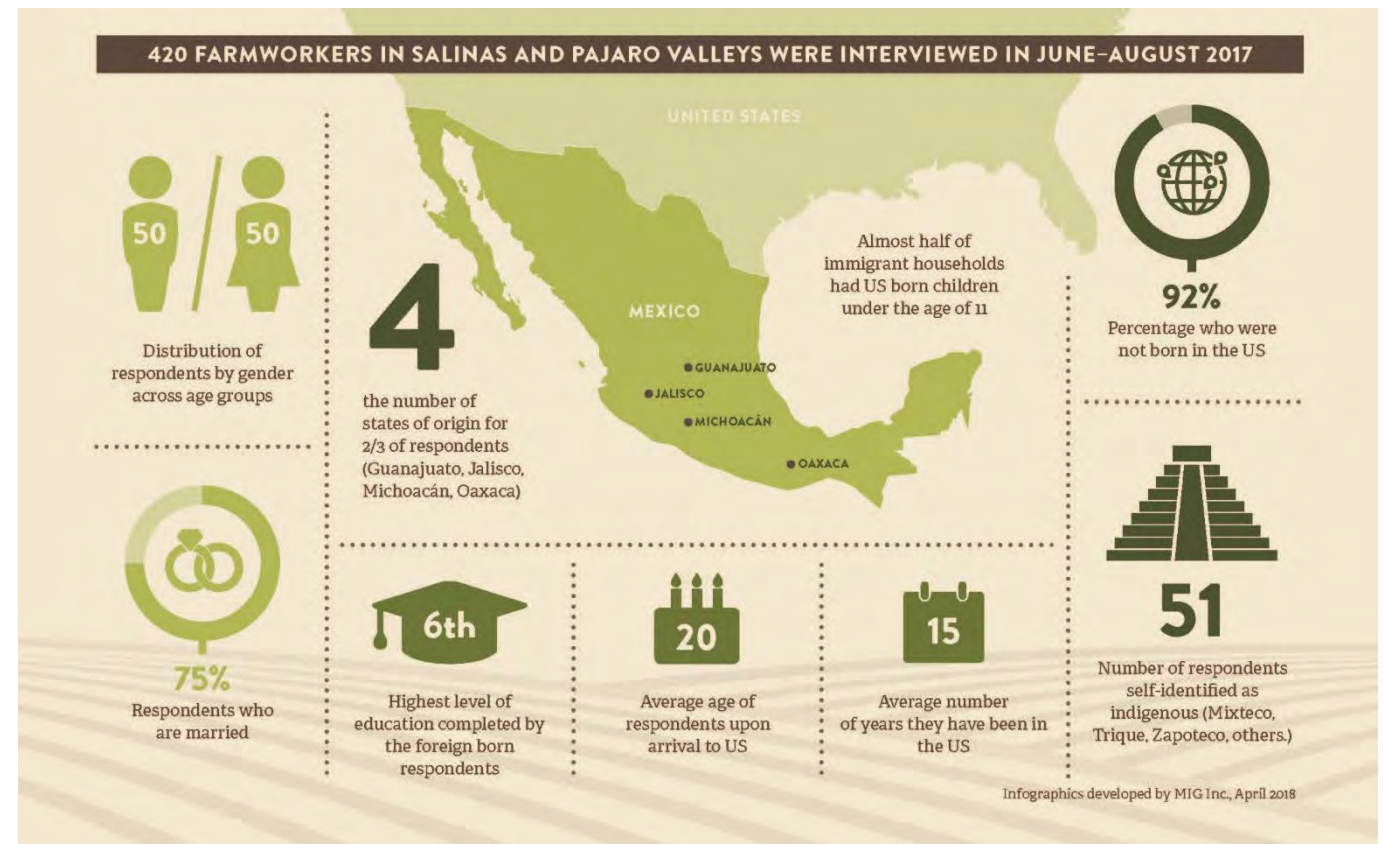
Green River College Equity-Centered Strategic Plan



**Ethnic Diversity of Faculty at
Green River Community College**



City of Salinas Participatory Planning



Sí Se Puede Collective Strategic Plan



Movimiento: Si Se Puede!

The Si Se Puede! Collective (SSPC) is comprised of four established and respected organizations led by women of color: Amigos de Guadalupe, Grail Family Services, the School of Arts & Culture and Somos Mayfair. SSPC is an attempt to formalize the union of these organizations for the benefit of low-income families living in the Mayfair community. By coordinating the work of our organizations, the Collective hopes to produce a much greater positive impact in the community than any one organization can do alone.

ABOUT THE MAYFAIR COMMUNITY

Located in east San Jose, Mayfair is a vibrant and historical neighborhood that has a legacy of social services, community organizing, and social justice movements. Mayfair was home to the renowned labor leader Cesar Chavez and a birthplace for the Mexican-American civil rights movement. Today, the Mayfair neighborhood is a working class, cultural hub drawing immigrants from Latin American and Asian countries. Mayfair is both a community of transients and new beginnings, where immigrants come and families settle to pursue their dreams.

OUR COLLECTIVE

MISSION & VISION

MISSION
The Si Se Puede! Collective is determined to uplift the Mayfair community, support innovation in models of impact, and increase effectiveness in reversing years of community crisis. These efforts are reflected in our mission.

VISION
Together, we leverage our creativity, services and advocacy to create opportunities and access to basic needs, education, literacy and community engagement in the Mayfair community.

We work in concert toward the realization of a simple and ambitious vision.

VISION

Mayfair is a vibrant and thriving community where resilient families have confidence in their gifts, choices and dreams.

FOCUS AREAS

SSPC's mission incorporates four focus areas:

- Basic needs** access, to cover: healthy food, health care and wellness, adequate housing, transportation and economic stability.
- Education** for children, to cover: literacy, numeracy, and oral language development.
- Arts & culture**, to cover: universal access to arts and culture that fosters (i) pride, place and cultural identity; (ii) intercultural exchange and multicultural perspective; and (iii) understanding of social, historical and political context.
- Community Engagement**, to cover: community organizing, family engagement, leadership development, safe and thriving community, and community recognition and celebration.

IMPACT STRATEGIES

- STRATEGY 1**: Promote a shared vision and sense of belonging that honors the artistic and cultural identity of Mayfair and empowers the community.
- STRATEGY 2**: Promote quality learning opportunities for all children with a focus on student success.
- STRATEGY 3**: Ensure youth are culturally competent to navigate and experience the broader world.
- STRATEGY 4**: Provide culturally-competent, impactful and coordinated services and resource referrals to meet the needs of families.
- STRATEGY 5**: Promote community-led advocacy and organizing efforts for policy and systems change.
- STRATEGY 6**: Promote smart development without displacement in the Mayfair community.

CALL TO ACTION

We hope that our Collective can inspire other communities to strive for deeper organizational collaboration and integration.



Charlotte Future 2040 Comprehensive Plan



Air Quality Management District Environmental Justice Working Group



Caltrans Statewide Public Engagement Trainings



TRAINING GUIDE TO PUBLIC ENGAGEMENT



Prepared by
MITG



Metro Regional Government Racial Equity Training



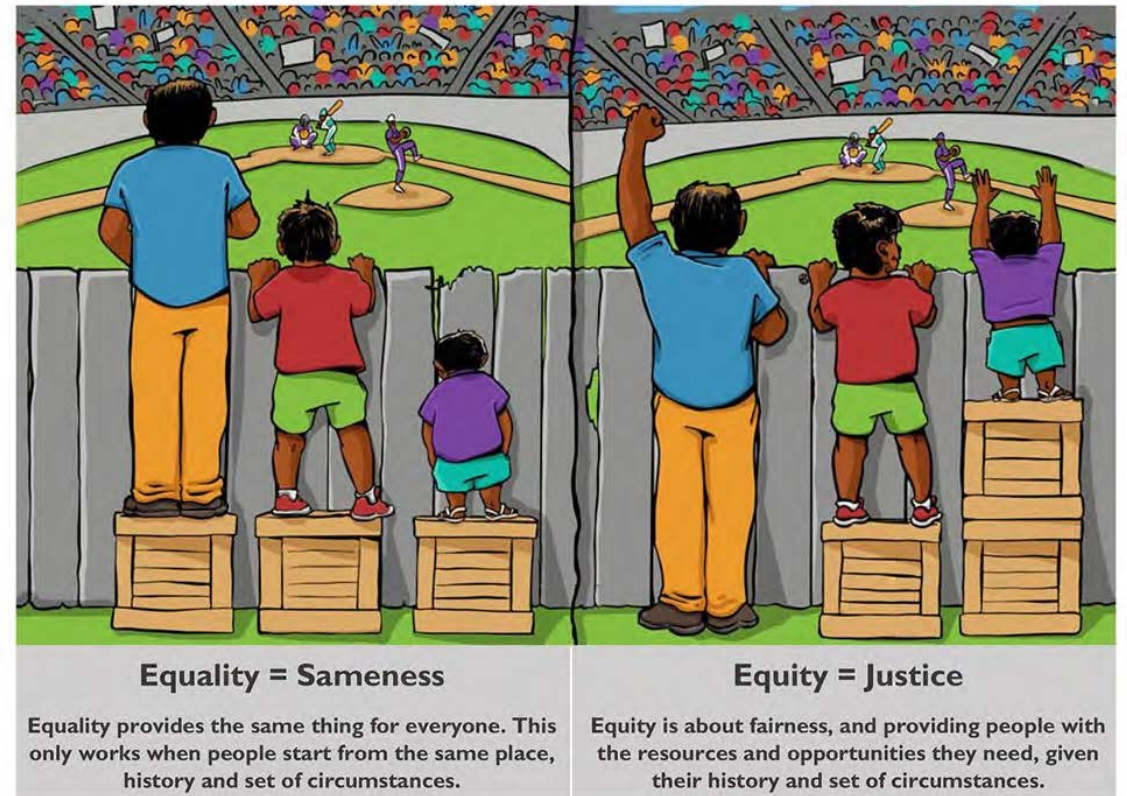
What MIG Brings...

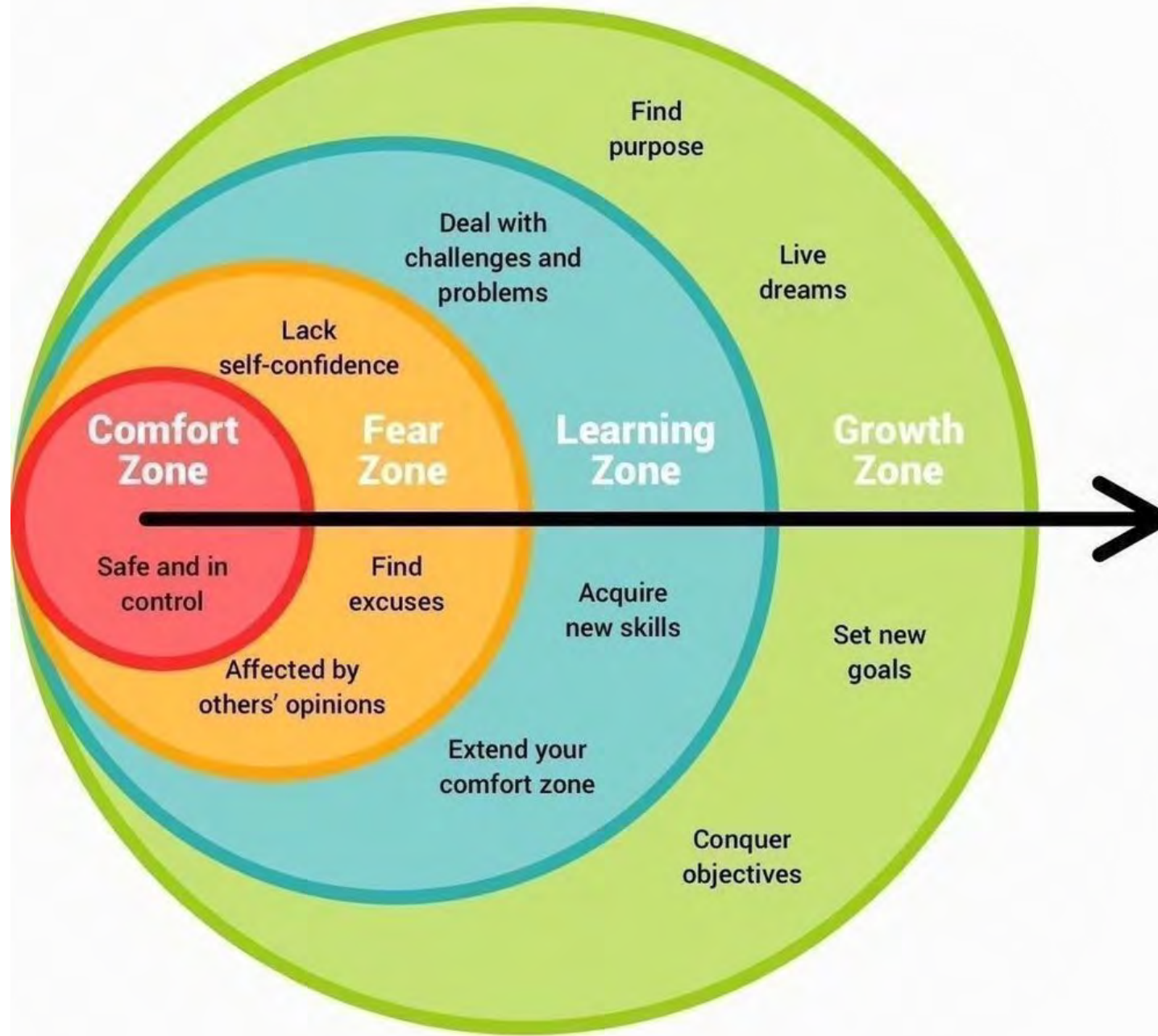
- A planning and training approach informed by **decades of working closely with cities**
- Proven experience in assisting organizations establish shared foundations to **operationalize equity, diversity, inclusion and anti-racism.**
- **Expert technical advice and training tools** and exercises for reflection and application of key concepts
- **Strong facilitation and consensus-building skills** to help groups discuss and navigate complex issues and deepen their understanding
- Full-capabilities to conduct this process in a **virtual environment**

TRAINING APPROACH

Key Training Concepts

- Defining equity, inclusion, diversity and anti-racism
- Recognizing positions of advantage and disadvantage
- Equality vs. equity
- Comparing colorblindness, diversity, cultural competency, and anti-oppression
- Four levels of racism
- Transactional and transformational approaches and leadership
- Analyzing and transforming policies and practices





WORKING WITH COMMUNITY STAKEHOLDERS



**ADELANTE
MUJERES**





SOCIAL VENTURE PARTNERS

Forest Grove Latino Community Network







LEADING WITH RACE:

Research Justice in Washington County



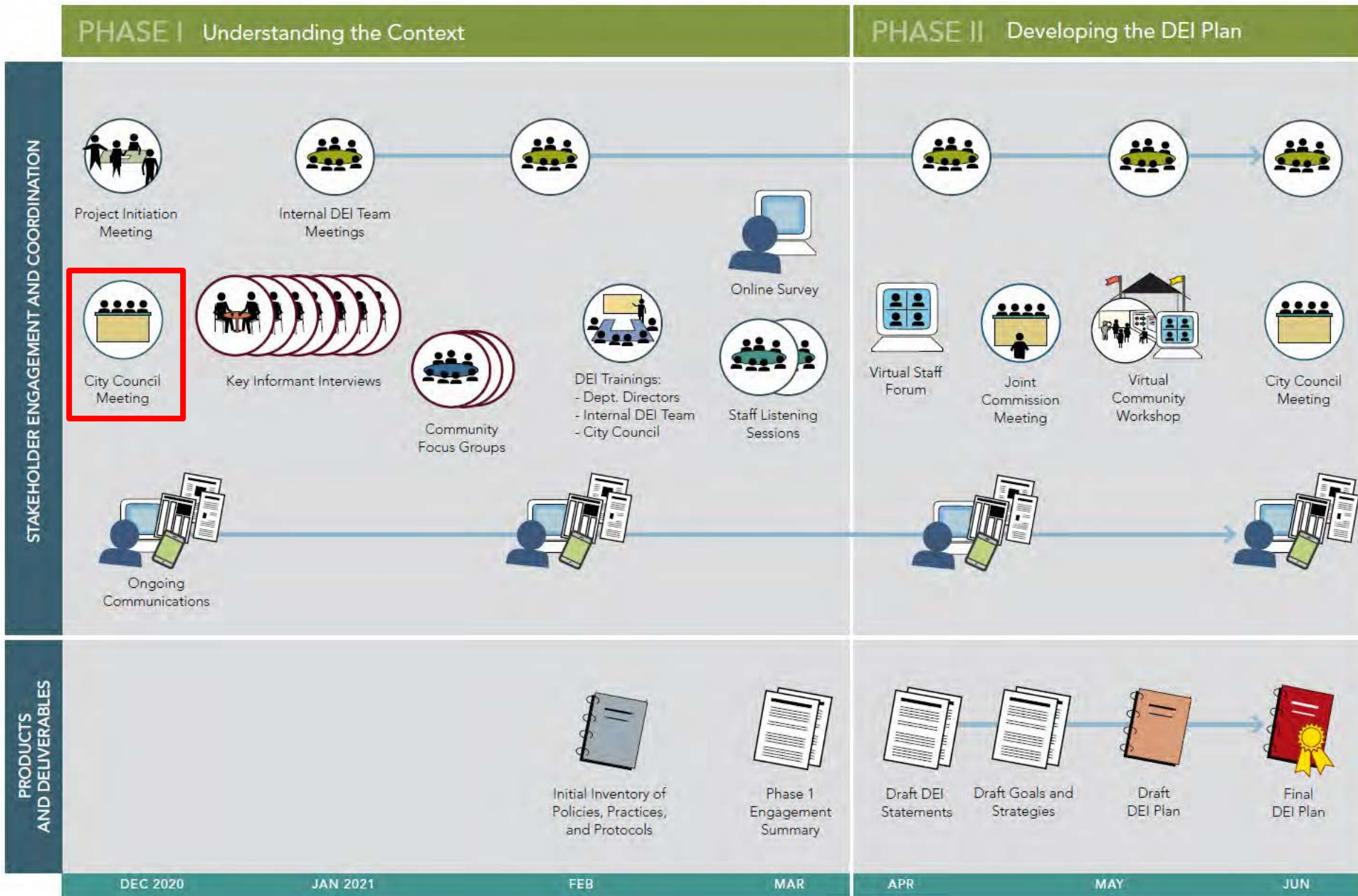
COALITION OF COMMUNITIES OF COLOR WASHINGTON COUNTY RESEARCH STEERING COMMITTEE MEMBERS



LatinoNetwork



Diversity, Equity, and Inclusion Plan and Training Services



INTERACTIVE DISCUSSION WITH CITY COUNCIL

Discussion Questions

1. What are your **expectations and desired outcomes** for this process?
2. What are Forest Grove's **strengths and challenges** as it relates to diversity, equity and inclusion?
3. How would you **define success**?



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