



**Study Session**

**SS**

**Milwaukie City Council**

**COUNCIL STUDY SESSION**

Leading Library Community Room, 10660 SE 21<sup>st</sup> Avenue  
& Zoom Video Conference ([www.milwaukieoregon.gov](http://www.milwaukieoregon.gov))

**REVISED AGENDA****SEPTEMBER 13, 2022****(CANCELLED September 13, 2022)****THIS MEETING HAS BEEN CANCELED**

**Note:** agenda item times are estimates and are subject to change.

**Page #**

1. **Equity Goal Update – Discussion (5:15 p.m.)** **1**  
Staff: Jon Hennington, Equity Program Manager
2. **Parks Operations and Maintenance – Discussion (6:15 p.m.)** (removed from the agenda)
3. **Adjourn (6:15 p.m.)**

**Executive Session**

After the study session Council will meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660 (2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed. (Added to agenda)

**Meeting Accessibility Services and Americans with Disabilities Act (ADA) Notice**

The city is committed to providing equal access to public meetings. To request listening and mobility assistance services contact the Office of the City Recorder at least 48 hours before the meeting by email at [ocr@milwaukieoregon.gov](mailto:ocr@milwaukieoregon.gov) or phone at 503-786-7502. To request Spanish language translation services email [espanol@milwaukieoregon.gov](mailto:espanol@milwaukieoregon.gov) at least 48 hours before the meeting. Staff will do their best to respond in a timely manner and to accommodate requests. Most Council meetings are broadcast live on the [city's YouTube channel](#) and Comcast Channel 30 in city limits.

**Servicios de Accesibilidad para Reuniones y Aviso de la Ley de Estadounidenses con Discapacidades (ADA)**

La ciudad se compromete a proporcionar igualdad de acceso para reuniones públicas. Para solicitar servicios de asistencia auditiva y de movilidad, favor de comunicarse a la Oficina del Registro de la Ciudad con un mínimo de 48 horas antes de la reunión por correo electrónico a [ocr@milwaukieoregon.gov](mailto:ocr@milwaukieoregon.gov) o llame al 503-786-7502. Para solicitar servicios de traducción al español, envíe un correo electrónico a [espanol@milwaukieoregon.gov](mailto:espanol@milwaukieoregon.gov) al menos 48 horas antes de la reunión. El personal hará todo lo posible para responder de manera oportuna y atender las solicitudes. La mayoría de las reuniones del Consejo de la Ciudad se transmiten en vivo en el [canal de YouTube de la ciudad](#) y el Canal 30 de Comcast dentro de los límites de la ciudad.

**Executive Sessions**

The City Council may meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660(2); all discussions are confidential; news media representatives may attend but may not disclose any information discussed. Final decisions and actions may not be taken in executive sessions. Added to agenda.

**COUNCIL STAFF REPORT**

**To:** Mayor and City Council  
Ann Ober, City Manager

**From:** Jon Hennington, Equity Program Manger

**Subject:** **Council Goal Update: Equity, Justice, & Inclusion**

**Date Written:** Sep. 1, 2022

**ACTION REQUESTED**

Council is asked to receive an update on the equity, inclusion, and justice goal.

**HISTORY OF PRIOR ACTIONS AND DISCUSSIONS**

[July 14, 2020](#): Council discussed a proposed resolution in support of diversity, equity, and inclusion (DEI) and the Black, Indigenous, and People of Color (BIPOC) community crafted by Mayor Gamba and Councilor Hyzy.

[August 18, 2020](#): Council approved a resolution changing its goals to include one focused on equity, inclusion, and justice.

[July 13, 2021](#): Council received an update on the equity, inclusion, and justice goal.

[August 3, 2021](#): Council adopted an ordinance creating an Equity Steering Committee (ESC).

[December 21, 2021](#): Council received an update on the equity, inclusion, and justice goal.

[May 10, 2022](#): Council received an update on the equity, inclusion, and justice goal.

**ANALYSIS****Inclusion and Belonging Study/Diversity, Equity and Inclusion (DEI) Plan**

Since the adoption of Council's equity, inclusion, and justice goal in August 2020, there has been a great deal of progress in increasing staff and community awareness and understanding of this work. Now that the ESC is up and running, staff is now turning attention towards bringing together members of staff and the ESC in partnership with a consultant to begin shaping a framework for making more equitable decisions and taking more equitable actions in both the short- and long-term.

The City of Milwaukie has contracted with Keen Independent Research to conduct a comprehensive inclusion and belonging study to assess the state of equity in how the city serves the public and how we operate as an employer. This study will culminate in the development of a diversity, equity, and inclusion plan to help shape the city's ongoing efforts.

Keen Independent Research is assessing city employment and contracting practices, facilitating internal and external discussions on diversity and inclusion, and evaluating service delivery from an equity perspective. Keen Independent will be seeking input from city employees, residents, and other stakeholders through:

- Interviews;
- Focus groups;
- Surveys;

- Virtual workshops;
- Virtual town hall meetings; and
- Other avenues.

Keen Independent Research is an equity research and consulting firm that has performed similar work for public organizations in Oregon and across the country. David Keen and Annette Humm Keen are directing this assignment. Dr. Nicole Yates is leading key research elements.

The study began in July 2022 and will be completed in April 2023.

**BUDGET IMPACT**

No additional budgetary impacts are anticipated at this time.

**WORKLOAD IMPACT**

The city’s equity, inclusion, and justice program has been, and will continue to be, a significant undertaking. Throughout the study period there will be requests to staff for documents related to the city’s current and past practices. The research team and staff are coordinating to minimize study impacts on city operations.

**CLIMATE IMPACT**

None.

**STAFF RECOMMENDATION**

None.

**ATTACHMENTS**

DEI Plan Fact Sheet.



- Research
- Analysis
- Strategy
- Implementation

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■  
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## City of Milwaukie, Oregon DEI Fact Sheet

The City of Milwaukie has made equity, inclusion and justice a priority in how it serves the public and operates as an employer. The city engaged Keen Independent Research to develop a Diversity, Equity and Inclusion (DEI) Plan to advance these efforts.

Keen Independent Research is assessing city employment and contracting practices, facilitating internal and external discussions on diversity and inclusion, and evaluating service delivery from an equity perspective. Keen Independent is seeking input from city employees, local residents and other stakeholders through:

- Interviews;
- Focus groups;
- Surveys;
- Virtual workshops;
- Virtual town hall meetings; and
- Other avenues.

### Study Team

Keen Independent Research is an equity research and consulting firm that has performed similar work for public organizations in Oregon and across the country. David Keen and Annette Humm Keen are directing this assignment. Dr. Nicole Yates is leading key research elements.

### Schedule

The study began in July 2022 and will be completed in April 2023.

### How to Get Involved

- Study hotline: 503-482-8386
- Study email: [cityofmilwaukieoregondei2022@keenindependent.com](mailto:cityofmilwaukieoregondei2022@keenindependent.com)
- Study website: <https://keenindependent.com/MilwaukieDEI2022/>
- Mail: Dr. Nicole Yates, Consultant  
Keen Independent Research  
701 N. 1st Street, Phoenix AZ 85004
- Other contact: Jon Hennington, City of Milwaukie Equity Program Manager  
(503) 786-7564  
[henningtonj@milwaukieoregon.gov](mailto:henningtonj@milwaukieoregon.gov)