



Equity Plan and Resolution

December 12, 2023

ACTION REQUESTED

Council is asked to receive an update on the draft proposed 2024-2027 City of Milwaukie Equity Plan. Council is also asked to adopt a resolution in support of the plan.

1. History
2. Equity plan: Three Tracks + Assessment Strategy & Measures
3. Discussion and questions
4. Resolution

HOW WE GOT HERE



- **August 2020:** Council adopts equity, inclusion, and justice as a goal
- **August 2021:** Equity Steering Committee established
- **Fall 2022:** Keen Independent Research begins comprehensive assessment of equity in city services and operations
- **Fall 2023:** Assessment complete; new Equity and Inclusion coordinator hired
- **October 17, 2023:** Council discussion on assessment results and ESC-identified priorities

2024-2027 EQUITY PLAN

Three primary tracks of work:

- **Track 1:** Actions led by the Equity and Inclusion Coordinator as core functions of the city's equity program.
- **Track 2:** Focus areas to be explored by the Equity Steering Committee, with support from the Equity and Inclusion Coordinator as their staff liaison.
- **Track 3:** Major city initiatives with an equity nexus that the city's Equity and Inclusion Coordinator will advise on.

Assessment strategy and measures of success:

Drafting a list of performance measures for equity—will be refined as part of Track 1 and Track 2 work.



2024-2027 EQUITY PLAN

Track 1: Actions led by the Equity and Inclusion Coordinator as core functions of the city's equity program.

Actions/Deliverables Include:

- Staff Trainings
- Material and resource development
- Relationship building
- Planning and policy Updates



2024-2027 EQUITY PLAN

Track 2: Focus areas, topics, and potential deliverables the Equity Steering Committee (ESC) may select for their next 2-3 years of work.

Focus Areas May Include:

- Communication, transparency, and storytelling
- Recruitment, hiring and retention
- Engagement pathways
- Naming of spaces and places
- Accessibility
- Equitable procurement

***ESC will continue prioritization and work plan development at their January meeting*



2024-2027 EQUITY PLAN

Track 3: Major city initiatives with an equity nexus.



Projects	Lead department
Cooling, warming, and stabilization shelters	City Manager's Office
Transportation System Plan	Community Development
Capital Improvement Plan	Community Development, Public Works
Neighborhood Hubs	Community Development
Parks Development and Governance	City Manager's Office, Public Works

2024-2027 EQUITY PLAN

Assessment strategy and measures of success may include:

- Work culture
- Staff competency
- Staff diversity and representation
- Community disparities & inclusion
- City investments



NEXT STEPS

- Equity Steering Committee (ESC) will continue refining their priorities and meet with city staff.
- Staff finalizing and implementing three-year organizational strategic plan with equity actions integrated
- Council asked to adopt a resolution supporting this work

Questions:

- *How would you like to stay updated on progress on the equity plan?*
- *In addition to recently prepared one-pager, how can we continue to tell the story of our equity work?*



The Spirit of Elk Rock Island
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Mishwanish Mini-Mural

Thank you!

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