



Quarterly equity goal update

March 12, 2024

1. Recap: Milwaukie's equity goal to date
2. Quarterly work plan updates
3. Discussion and questions

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
- **December 2023:** Council endorses resolution for a multi-year equity plan



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 (ESC), 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.



2024-2027 EQUITY PLAN

Track 1: Actions led by the Equity and Inclusion Coordinator

- Reviewed all Council materials and added “Equity Impacts” section to staff report template (to go into effect on April 1, 2024).
- Served on hiring panels for the Assistant City Engineer, HR Analyst, Police Chief, and Library Assistant.
- Sponsored and co-hosted a community conversation on February 28 at the Ledding Library for Black Excellence Month



2024-2027 EQUITY PLAN

Track 2: Equity Steering Committee focus areas for this year

- *Communication, transparency, and storytelling*
- *Recruitment, hiring, and retention*
- *Engagement pathways*



2024-2027 EQUITY PLAN

Track 2: Equity Steering Committee updates

January 2024 meeting:

- Confirmed priority focus areas
- Met with the city's Events and Emergency Management Coordinator to discuss events priorities

February 2024 meeting:

- Began discussion about and expressed interest in helping administer a multicultural event community fund program

March 2024 meeting (Scheduled for March 18):

- The city's communications program manager and library director will be in attendance to discuss how we tell Milwaukie's equity story.

April 2024 meeting (scheduled for April 25):

- Continued work on multicultural event community fund development

May 2024 meeting (scheduled for May 23)

- Equity indicators, data storytelling, and transparency



2024-2027 EQUITY PLAN

Track 3: Major city initiatives with an equity nexus

Transportation System Plan (TSP):

- Building relationships with North Clackamas School District (NCSD):
 - Attended Milwaukie High School Black Excellence Month assembly
 - Attended the NCSD Family Resource Fair jointly with staff from the Transportation System Plan (TSP) team
- Translated materials for the TSP public outreach into Spanish

Parks:

- Support for planning and multilingual material development for neighborhood parks construction kick-off event on March 9th.

Strategic Plan:

- Serve as a member of the Strategic Plan Steering Committee and ensure equity workplan tactics are integrated into the Strategic Plan.

Budget Development:

- Reviewing budget narratives and proposals to identify implications for the city's equity, inclusion, and justice goal.



NEXT STEPS

- Continued support of the Equity Steering Committee
- Strategic Plan implementation – ensuring accountability for our equity priorities and sharing the workload
- Develop and train staff on an equity framework

Questions for Council:

- *Is there anything you'd like to hear more about?*
- *Is there anything not highlighted in the staff report or the current equity plan that you would like us to prioritize?*



The Spirit of Elk Rock Island
Jillian Moody
Mikasa's Mind-Mural

**QUESTIONS OR
COMMENTS?**