



COUNCIL STAFF REPORT

To: Mayor and City Council
Ann Ober, City Manager

Date Written: Apr. 21, 2021

From: Jon Hennington, Equity Program Manger

Subject: Equity, Inclusion, and Justice – Goal Update and Discussion

ACTION REQUESTED

Council is asked to receive an update on the equity, inclusion, and justice goal, and provide feedback on desired outcomes and next steps.

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 4, 2020](#): Council requested a resolution be added to the August 18 agenda to change the existing community engagement goal to equity, inclusion, and justice.

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

[November 10, 2020](#): Council received an update on its equity, inclusion, and justice goal, and discussed revising the resolution adopted August 18 to make the goal more measurable.

ANALYSIS

On November 10, 2020, Council asked staff to revise the resolution adopted August 18 to measure engagement, measure the city’s policy shift, and grow equity work in the region. Draft language for the revised resolution was provided by Councilor Hyzy. At the same meeting, Council was introduced to the city’s new equity program manager, who began full-time work for the city on December 7.

Since that time, city staff has continued the outreach and relationship building efforts initiated last summer by the city manager, police chief, and members of Council.

Updated Resolution

The city manager and equity program manager worked with Councilor Hyzy to incorporate the Council’s requested updates to Council’s equity, inclusion, and justice resolution.

Relationship Building

The city manager, police chief, and equity program manager have continued to communicate with members of Milwaukie’s BIPOC community through email and one-on-one conversations. Pandemic restrictions have limited the ability to engage in the types of in-person dialogue that would be preferred for this topic, however, city staff anticipates the ability to increase this type of relationship building as conditions allow over the coming months.

Equity Plan

City staff has developed a work plan for the coming twelve months with three areas of focus:

- Reduce inequities in provision of city services based on race, gender, sex, sexuality, disability, and other individual characteristics.
- Recruit, retain, and empower city staff from communities of color and other marginalized communities to build a workplace that is just, equitable, and welcoming to all.
- Collaborate with local agencies, organizations, and institutions to facilitate equity, justice, and inclusion actions throughout our community.

Milwaukie Equity Steering Committee

A critical aspect of staff's work plan is the development of a steering committee of 7-9 members representing various communities within our city. Staff requests Council feedback and guidance on the creation of this committee with a mandate to provide support and strategic guidance for Milwaukie's equity, justice, and inclusion efforts.

BUDGET IMPACT

Existing resources will be allocated for ongoing equity efforts. 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. The hiring of a full-time staff person has consolidated much of this effort in one location, however, the work of incorporating equity into all city operations will require continued effort across the city.

CLIMATE IMPACT

None.

STAFF RECOMMENDATION

None.

ATTACHMENTS

1. Draft Goal Update Resolution

COUNCIL RESOLUTION No.**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, COMMITTING TO CREATING AN ENTIRELY EQUITABLE CITY AND EXPRESSING SOLIDARITY WITH OUR BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) NEIGHBORS.**

WHEREAS, Black, Indigenous and People of Color are vital members of our society, whose innumerable contributions to the very fabric of our nation have far too often been overlooked, diminished, or dismissed; and

WHEREAS, Black, Indigenous and People of Color have suffered horrific inequities and crimes against humanity in this country for centuries, including slavery, slaughter, rape, theft of land and property, medical experimentation, forced relocation, denial of basic human rights, and restriction from generational wealth building; and

WHEREAS, the Milwaukie 2040 vision calls for a flourishing city that is ENTIRELY EQUITABLE, delightfully livable, and completely sustainable for ALL residents; and

WHEREAS, we have undertaken work to achieve that vision through our efforts in writing a new Comprehensive Plan that will begin to reverse code and zoning provisions that have disenfranchised our BIPOC neighbors for almost a century; and

WHEREAS, the city is committed to creating a city government that reflects the diverse experiences of our Milwaukie community including, but not limited to, our workforce and boards and commissions; and

Now, Therefore, be it Resolved that the City Council of the City of Milwaukie, Oregon, further commits to the pursuit of an entirely equitable Milwaukie by making Equity, Inclusion, and Justice one of its three Council goals.

Now, Therefore, be it Resolved that through this goal, the City Council commits to pursuing the following outcomes:

- Creating a citywide culture that seeks to understand and address the barriers to equity and inclusion faced by our historically under-represented residents. This will include supporting the broader community in meaningful engagement with equity and inclusion work.
- Ensuring the removal of systemic racism from our laws, ordinances, and policies through robust two-way communication with Milwaukie's BIPOC community in all aspects of city governance.
- Creating systems and opportunities designed to develop and foster trust in the Milwaukie Police Department's commitment to the safety and well-being of all residents, and especially our BIPOC residents.
- Increasing participation from historically under-represented populations on our boards and commissions.

- Determining the city's success based on qualitative measures of BIPOC community members feeling respected, safe, and heard.
- Conducting listening sessions and create subsequent changes to city practices, policies, and codes.
- Working on relationship-building with Milwaukie's BIPOC community and defining the next steps forward for this work.
- Funding equity, inclusion, and justice training for all staff, including the police department, and for related training to achieve this goal.
- And, furthering our own education about systemic racism.

Introduced and adopted by the City Council on _____.

This resolution is effective on _____.

Mark F. Gamba, Mayor

ATTEST:

APPROVED AS TO FORM:

Scott S. Stauffer, City Recorder

Justin D. Gericke, City Attorney

City of Milwaukee Equity Program

Phase III – DEI Across the City

Citywide Equity Plan

Council Update
May 4, 2021



Diversity, Equity, Inclusion and Justice

Phases of Engagement

LEARN, SUPPORT
AND SHARE



DEI & MILWAUKIE
POLICE DEPT.

DEI ACROSS
THE CITY



Phase I

June 2020 – October 2020

Stakeholder
Identification and
Outreach
Listening Sessions
Visibility
Data and Research
Training
Resource Identification

Phase II

November 2020 – April 2021

- Community Conversations (Police Chief & Council)
- Policy Workshop with BIPOC Community Members
- **City-wide Equity Plan Development**
- Focus Groups (Tentative)

Phase III

May 2021 – May 2021

- Equity Task Force
- Community Survey
- Budget Development and Adoption
- In-Person (Tentative)

Goal of This Plan

This plan provides a framework for the coming year during which we will build on the work that has been done to date.

The areas of focus within the plan (inward facing, outward facing, and external) reflect a strategic approach to reaching the DEI goals set by this council.

We embark on this phase of the work with an aim of building and maintaining trust as we work to make lasting change that benefits our entire community.

Goal 1:
Equity in Service to the
Community

Reduce inequities in provision of services based on race, gender, sexuality, disability, and other individual characteristics.

Goal 2:
Equity within the
Workplace

Recruit, retain and empower city staff from communities of color and other historically marginalized communities in order to build a workplace that is just, equitable, and welcoming to all.

Goal 3:
Equity in our Community

Collaborate with local agencies, organizations, and institutions to facilitate equity, justice, and inclusion actions throughout our community

Equity Steering Committee

Comprised of
community members
representing various
aspects of our city

Empowered to support
and provide strategic
guidance to Milwaukee's
equity, justice, and
inclusion efforts

Questions?

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