

COUNCIL RESOLUTION No. 60-2023**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, SUPPORTING A MULTI-YEAR EQUITY WORK PLAN TO MEASURABLY IMPROVE EQUITY OUTCOMES AND ADDRESS KEY PRIORITIES.**

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

WHEREAS the City Council initially adopted Equity, Inclusion, and Justice as a Council goal in 2020 and then again in 2023 to focus city resources on achieving this critical element of the community vision; 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, the city's employees and boards and commissions; and

WHEREAS the city contracted with Keen Independent Research (Keen) in 2022 and 2023 to complete an assessment of diversity, equity, inclusion, within the city's services and practices, which revealed specific areas of opportunity for improving equitable outcomes and reducing disparities; and

WHEREAS the Council established the Equity Steering Committee (ESC) in 2021 to serve as an advisory body on actions to further equity and social justice, and this committee has identified several focus areas for its work over the next several years based on the Keen equity assessment findings.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Milwaukie, Oregon, directs the city to implement a multi-year equity plan focused on addressing the key opportunities identified in the Keen assessment; and

BE IT FURTHER RESOLVED that City Council supports the equity and inclusion program's focus on employee training, material and resource development, relationship building, and planning and policy updates; and

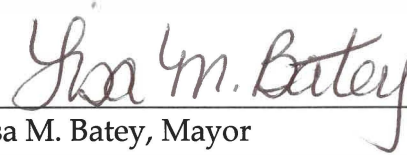
BE IT FURTHER RESOLVED that City Council supports the ESC's plan to focus its efforts over the next three years on advising the city on topics including communications, transparency, and storytelling; naming of places and spaces; recruitment, hiring, and retention; engagement pathways; equitable procurement; and accessibility, and the ESC is actively developing a work plan to prioritize efforts within these topics; and

BE IT FURTHER RESOLVED that City Council supports the city's plan to integrate the actions of the equity plan into its forthcoming operational 2024-2027 strategic plan and to identify key performance measures to ensure accountability and transparent reporting on the equity plan's implementation and progress; and

BE IT FURTHER RESOLVED that the City Council requests staff to prepare the fiscal year 2025 and fiscal year 2026 biennium budget in a way that supports the objectives of the equity plan.

Introduced and adopted by the City Council on **December 12, 2023**.

This resolution is effective immediately.



Lisa M. Batey, Mayor

ATTEST:

APPROVED AS TO FORM:



Nicole M. Madigan, Deputy City Recorder



Justin D. Gericke, City Attorney