

# Diversity, Equity and Inclusion Committee Strategic Plan Actions

Prioritization adopted by the DEI committee on August 9, 2022

## Priority Level 1

- Objective 1 *Lecture series: Develop community conversations on DEI-related topics (i.e. racism, sexism, ageism, classism, heterosexism, access, prejudice, discrimination, bias, naming etc.); address topics with sensitivity, conviction, and compassion. Collaborate with City boards and commissions, community, school district, other cities.*
- Objective 3 *Develop a cultural calendar (highlight events, holidays, etc.)*
- Objective 3 *Work with other cities/school district to elevate, promote, support or partner in the development of cultural events (Pride, Dia de los Muertos, etc.)*

## Priority Level 2

- Objective 1 *Provide recommendations on meeting and event accessibility, as well as ADA enforcement*
- Objective 2 *Engage youth to provide regular social media content (to share on City platforms)*
- Objective 3 *Provide recommendations regarding existing programs, meetings, events, etc. to make them more inclusive to all community members.*

## Priority Level 3

- Objective 1 *Juneteenth as a springboard to develop new multi-cultural events. Collaborate with Juneteenth Subcommittee, community.*
- Objective 1 *Identify and compile best practices among City departments; develop consistency.*
- Objective 1 *Develop partnerships, collaboration with businesses*
- Objective 2 *Provide recommendations for producing bilingual materials*
- Objective 2 *Highlight, share perspectives of community members to tie in with monthly themes. Interviews, columns (Boones Ferry Messenger)*
- Objective 2 *Highlight, advocate for businesses owned by marginalized people. Share their stories.*
- Objective 3 *Visual representation (flags, symbols, holiday decor on City property)*
- Objective 3 *Collaborate with City departments (Library, Parks, etc.) and boards (Arts, Culture & Heritage, Kitakata Sister City Board, Tourism, etc.)*
- Objective 3 *Acknowledge and recognize our multicultural heritage including; Kalapuya Natives, German and Greek settlers and Chinese laborers.*