



Advancing Racial Equity

Asa King
Manager, Office of Diversity, Equity, Inclusion and Belonging

Office of
Diversity,
Equity,
Inclusion, and
Belonging



Staff
Engagement



Policy and
Procedural
Change



Learning
Opportunities



City and
Community
Collaboration

Racial Equity Action Plan

- All City departments required to complete a Racial Equity Plan by December 31, 2020.
- Office of Racial Equity released citywide framework which outlines key priority areas, actions, and indicators for progress.
- Phase 1 of the Racial Equity Action Plan is internally focused on the workforce. Phase 2 of the Plan will be externally focused on the City's relationship with the community.



Hiring and
Recruitment

Boards and
Commissions

Retention and
Promotion

Action Plan
Priority Areas

Organizational
Culture

Discipline and
Separation

Diverse and
Equitable
Leadership