



Agenda Item B.1
PRESENTATION
Meeting Date: November 20, 2024

TO: Public Engagement Commission

FROM: Rebecca Eggeman, DEI Officer / Human Resources and Risk Analyst

SUBJECT: Update on Diversity, Equity, and Inclusion Efforts

RECOMMENDATION:

That the Commission hear a report on staff diversity, equity, and inclusion (DEI) efforts, including a discussion of their work with the City's DEI consultants on the DEI Plan.

BACKGROUND:

The City Council, on October 6, 2020, received a staff presentation on the City's past Diversity Equity and Inclusion (DEI) efforts, and a new staff DEI Initiative was launched. On December 3, 2020, staff gave a similar presentation to the Public Engagement Commission (PEC) to discuss this initiative.

City staff, through the DEI Committee, have met regularly since then to take action and implement the City's DEI commitments. Staff gave a presentation to PEC on October 18, 2023, to report on progress and discuss its recent hiring of Equity Praxis Group as DEI consultants to assist with developing the City's DEI Plan.

DISCUSSION:

At this PEC meeting, staff will provide an update on these actions, including an overview of its work with Equity Praxis to date.

The City Staff DEI Committee was delegated the responsibility for designing and implementing a Diversity, Equity, and Inclusion Plan by City Council. The Council's Diversity, Equity and Inclusion Plan Ad Hoc Committee (consisting of Councilmember James Kyriaco and Mayor Pro Tempore Luz Reyes-Martín) provides support to the Staff DEI Committee in this effort by providing a policymaker perspective to the process, facilitating efforts to engaging the community and regional peers, and previewing the plan before it is presented to the full City Council.

The City Council approved a Professional Services Agreement with Equity Praxis Group on October 3, 2023, to assist the staff team in developing the City's DEI Plan and related consulting services. Equity Praxis began its work with the City shortly after.

Equity Praxis is currently in the process of developing a comprehensive DEI Plan that incorporates key governance focus areas such as: staff recruitment and retention; promotional and career development; training to increase DEI awareness, competencies, and skills; government transparency; procurement and budgeting procedures; land use and capital improvements; boards and commissions; communication and public engagement.

In the DEI Committee's work with Equity Praxis over the past year, staff and consultants have been collecting data and information to develop a DEI Plan that is specific to the City's needs, goals, and objectives. Staff and Equity Praxis have been meeting regularly, staff surveys and listening sessions have been conducted, and a staff workshop focused on finding a common language for diversity, equity, and inclusion was conducted. An additional, all-day workshop for staff, focused on communication that fosters a culture of inclusion and belonging, is scheduled for November 20, 2024.

Next steps in the process include further development of a draft DEI Plan, receiving feedback from staff and City leaders on the draft DEI Plan, and finalizing the DEI Plan for approval by City Council. Over the longer term, the progress toward the DEI Plan's goals and objectives will be monitored, the effectiveness of our efforts will be evaluated, and Staff will regularly modify and adapt the DEI Plan as needed.

Included in this staff report is a copy of Equity Praxis presentation that consultant Jarrod Schwartz will be presenting to the PEC.

Reviewed By:



Jaime A. Valdez
Assistant City Manager

ATTACHMENTS:

1. PowerPoint Presentation

ATTACHMENT 1

Update on Diversity, Equity, and Inclusion Efforts PowerPoint



CITY OF
GOLETA

Public Engagement
Commission



November 20, 2024



Jarrood Schwartz, MSOD

Founder & Principal

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Equity Praxis Group (EPG) is a mission-driven consulting practice supporting organizations, communities, and individual leaders in fostering diversity, inclusion, equity, and justice (DIEJ).

EPG helps people put cutting edge DIEJ and organization development theory into practice in order to transform their organizations, communities, and, ultimately, our world.

- Diversity
- Inclusion
- Equity
- Justice
- Cultural Proficiency
- Organization Development
- Systems Change



Katya Armistead, Ed.D.

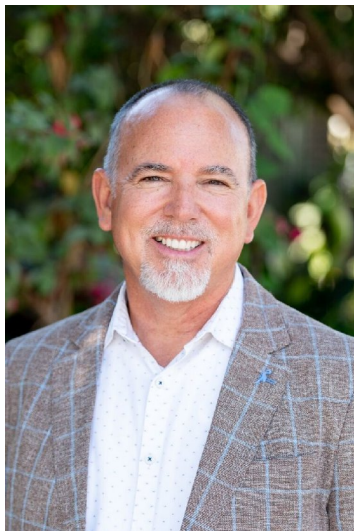


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Nitzan Navick, ABD

EPG Lead Team



René M. Castro, MSW



Jarrod Schwartz, MSOD

Effort Goals

The purpose of this effort is to support the City of Goleta in meeting its goals of:

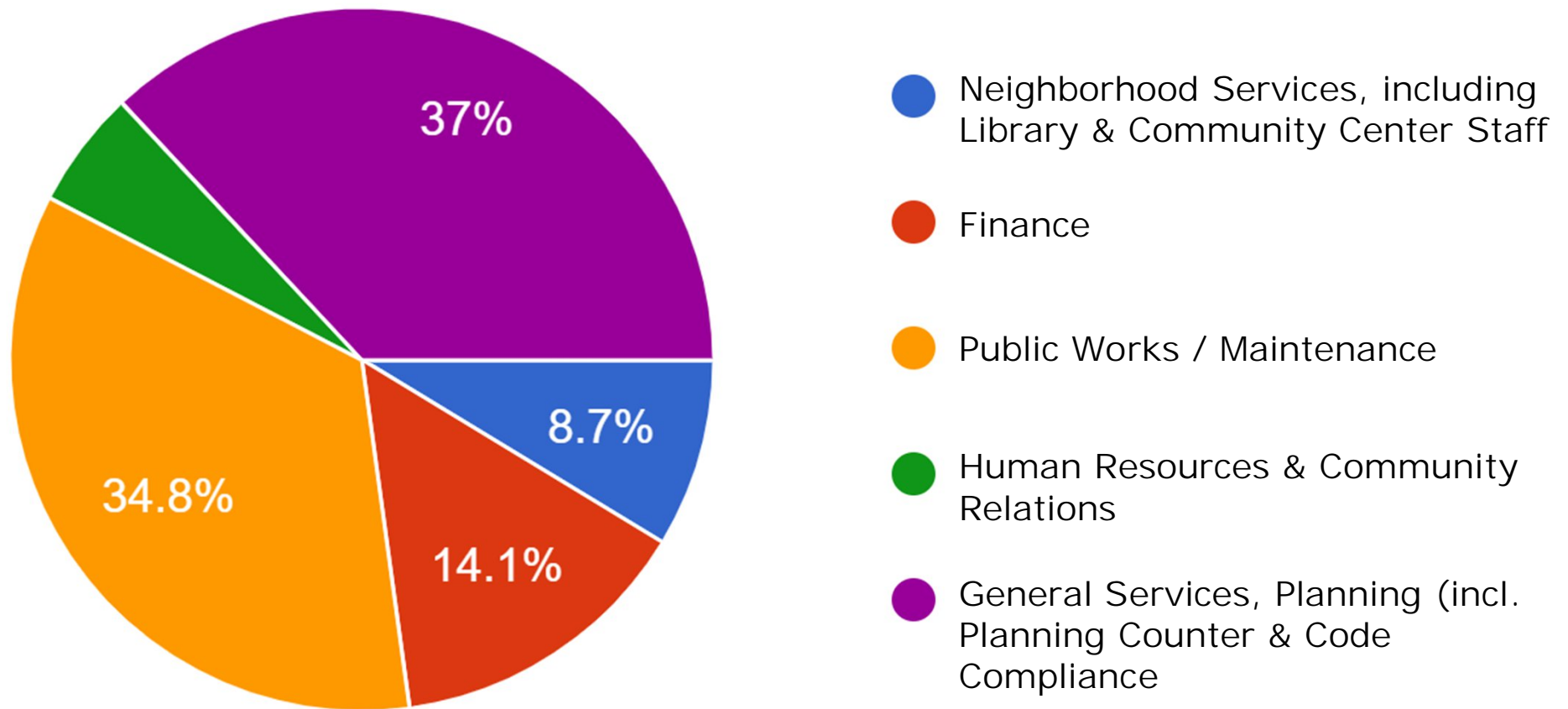
- taking actions that advance equity within the organization and community;
- collecting data and information;
- developing a Diversity, Equity, and Inclusion Plan (Plan) that is specific to the City's needs and includes goals and objectives;
- monitoring progress toward those goals and objectives and
- evaluating the effectiveness of its efforts, while regularly modifying and adapting the Plan as needed

Progress To-Date

Activity	Highlights
Introductory Equity Workshop	4/29/24. All staff. Focus = Developing a Common Language.
Organizational Survey	Went to all staff. Received 127 responses.
Individual Interviews	Conducted 12 individual interviews w/ key leaders.
Group Listening Sessions	Conducted 5 listening sessions with 92 employees total.
Regular Meetings with Internal Committee	Monthly sessions to design initiative components
Full Day Equity Workshop	11/20/24. All staff. Focus = Microaggressions & Exclusionary Behaviors, Psychological Safety & Inclusionary Behaviors, Skills for Difficult Conversations, Next Steps

Listening Session Breakdown

92 Participants



What's Coming Next?

Next Steps:

- Organize all data and draft report
- Work with Equity Committee to develop a DEI plan
- Submit plan to City Council for review & approval

Recommended Steps After Plan is Approved:

- Implementation & continuous improvement process
- Conduct external feedback gathering process to better understand:
 - Community perceptions of the City of Goleta
 - What's working for the community?
 - What's not working / could be working better for the community?
 - Community needs, goals, priorities
 - Develop an externally focused plan to complement the internal plan



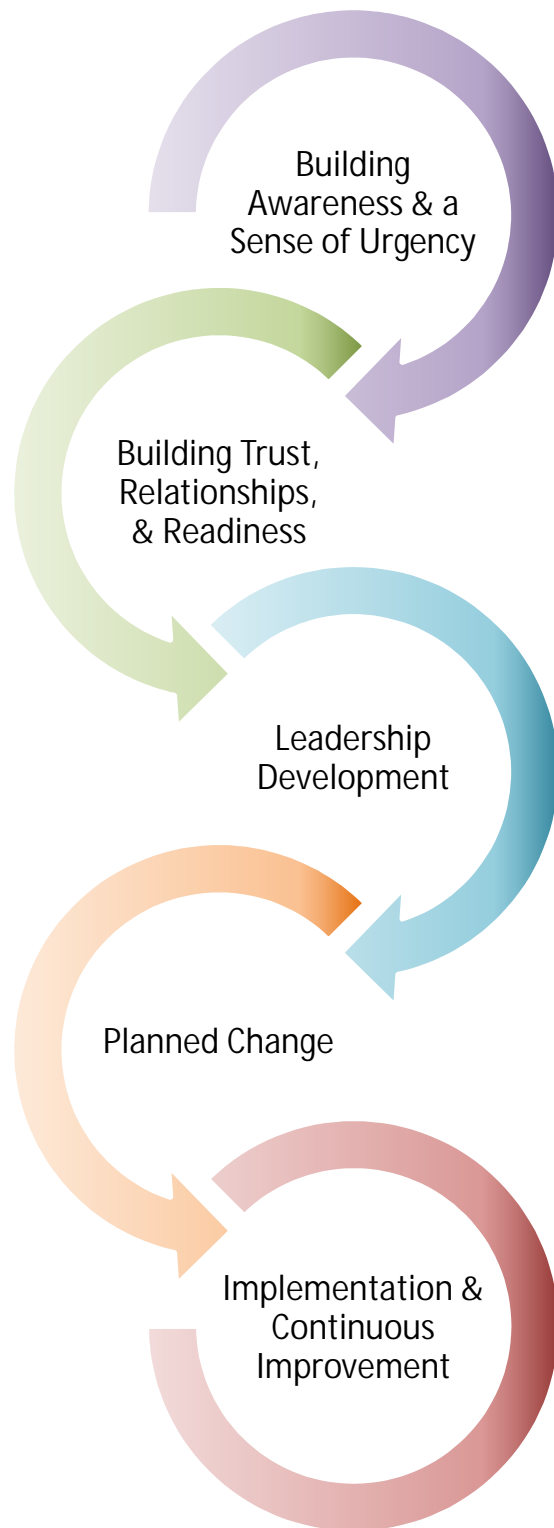
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EPG's Strategic Approach to ChangeTM