

# 2020 Council Work Plan Review

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## Background on the Council Work Plan?

For the past 13 years, the Council Work Plan process has served as the yearly opportunity for the City of Gresham to clarify priorities and set the course for the year. The plan acts as a roadmap to advance the City's objectives in established focus areas. It ensures staff efforts are aligned with and driven by the Mayor and Council, and thus the community. The Council Work Plan is a tool that the City has used since 2007.

A diverse mix of sources provide suggestions that help the City develop the plan including residents, citizen advisory committees, community-based organizations, City staff, intergovernmental agreements, and of course, the Mayor and Council. First, community and staff feedback and project proposals are weighed by the City Manager's office, and then merged into a draft "Proposed Council Work Plan" that the City Manager hopes will align with the Mayor and Council's objectives. At a Council Work Plan Retreat, the City Manager presents the Proposed Work Plan. At the retreat, the Mayor and Councilors suggest edits and, as needed, propose new projects. Feedback from the retreat is then incorporated into a final Council Work Plan, of which the City Manager requests adoption at a City Council Meeting. In prior years, Work Plan Retreats have been held in the Fall and the final Work Plan is usually adopted by Council in December or January.

Throughout the year, staff designated as "owners" of Council Work Plan projects are asked to provide Quarterly Updates to the City Manager's office.

The Council Work Plan is typically adopted at the beginning of a calendar year, offset by the Budget process by six months. Council Work Plan priorities can inform the Budget process, and – in kind – budget constraints and opportunities can inform what is included in the Work Plan. When staff propose a project for the Work Plan, they are asked if the project is budgeted. Indeed, Council Work Plans in recent years have reduced in size (from 35 projects in 2019 to 22 projects in 2020), reflecting Gresham's budget constraints.

## What's in this document?

This document provides a status report on each of the 2020 Council Work Plan projects to the incoming Mayor and Council. The table on the next page lists all of the projects, their staff owners, and whether staff would propose the projects again in 2021. Page 5 and beyond contain descriptions and updates for each of the projects. The projects are organized in the same sequence as the 2020 Council Work Plan.

Table: Snapshot of All Projects

2020 Council Work Plan   Status Update			
A Vibrant Community for Children and Families			
Theme	Project	Owner	Proposed by Staff to Continue in 2021?
SC	Mobile Integrated Healthcare	Snyder	no
SC	Fire Station Scoping and Analysis	Snyder	yes
SC	Police Mental Health Team	Sells	no
SC	Emergency Dispatch Communication Review	City Manager	pending
SC	Emergency Management Program Review	Snyder	no
OL	Parks Assets and Opportunities	Berniker, Fancher	yes
OL	Children and Families	Walsh	pending
OL	Economic Development Strategy	Stadey	no
OL	Homelessness	Walsh	pending
OL	Future Growth Strategies	Berniker, Monberg	pending
OL	Housing Opportunities	Monberg	yes
OL	Rockwood Rising	Bower	yes
OL	Municipal Count Feasibility Study	City Manager	pending
SS	Transportation Trends and Priorities	Berniker, Fancher, Monberg	yes
SS	Finance Models and Opportunities	Monohon, City Manager	yes
SS	Legislative Advocacy	Chambers	yes
SS	Climate Action	Berniker, Fancher	pending
SS	2020 Census Outreach	Coffey	no
SS	Water Supply Study	Fancher	no
SS	Environmental Overlay	Fancher, Berniker	no
SS	Development Code Process Updates	City Manager, Phillips	yes
SS	Equity and Inclusion Initiative	City Manager	yes

SC	A Safe Community
OL	Opportunity and Livability
SS	Sustainable Services

## Project Summaries

### A Safe Community

Projects in the Safe Community category – found on pages 3 and 4 of the Work Plan – address residents' ability to feel safe and connected in Gresham.

#### Mobile Integrated Healthcare

**Project Owner:** Fire and Emergency Services Chief Mitch Snyder

**Project Description:** Medical service requests of the emergency response system do not always require an expensive ambulance ride to an emergency department, or a response by a large fire engine. Members of the community deserve to receive the right care, at the right time, in the right place, for the right cost.

The Mobile Integrated Healthcare (MIH) project is the development of a data driven plan that enhances responder efficiencies to 911 calls while ensuring community members are appropriately connected to the whole community of medical care and social services. The plan considers the current state of services, associated costs and the ability to be both nimble and practical while moving towards a newer, high value service delivery model.

**Update:** Although the Fire Department will continue to look for efficiencies to providing 911 response, staff will not likely propose this project to continue in the Council Work Plan. A summary of the Mobile Integrated Health program was provided to Council at the December 1, 2020 Council Meeting (no action was required).

#### Fire Station Scoping and Analysis

**Project Owner:** Fire and Emergency Services Chief Mitch Snyder

**Project Description:** This project begins a multi-year process to study the condition and location of the City's fire stations, commencing with a complete analysis and documentation of the current state.

**Update:** Initial station scoping (Step 1 of the project) has been completed, and the Department presented a "State of Fire Station Facilities" report to Council on December 1, 2020 (no Council action was requested). Chief Snyder would like the project continue in a 2021 Work Plan. Step 2 is proposed to be "The recommendation for the future of fire facilities." For the 2022 Work Plan, Chief Snyder would propose that Step 3 of 3 create cost estimates associated with Step 2, unless alternative revenue sources are identified by the SAFER Council or the projected costs are adjusted based on the new city manager's wishes.

## Police Mental Health Team

**Project Owner:** Police Chief Robin Sells

**Project Description:** Gresham Police continue to respond to an increasing number of mental health calls for service. The Police Mental Health Team is a collaboration between the Gresham Police Department and Cascadia Behavioral Healthcare's Project Respond. The Police Department continues to partner with clinicians from Project Respond to assist persons experiencing mental health crises in the Gresham community.

**Update:** The program is ongoing. With the addition of a recent federal grant, PD anticipates the program continuing with the Cascadia Behavioral Clinicians for at least three years. The program currently has two officers, a sergeant, and a part-time clinician. With the grant award, the program will increase the number of clinicians to two, full-time contract employees. An independent report was sent to Council, touting the success of this program. The report was completed by Multnomah County Research and Data Team. Chief Sells considers this work to be operationalized (integrated into the core work of the department) and therefore would not propose it to continue as a 2021 Council Work Plan item.

## Emergency Dispatch Communication Review

**Project Owner:** City Manager

**Description:** This project examines public safety dispatch services in light of changing service provision models. It reviews contractual arrangements with providers and explores options to stabilize revenue.

**Update:** Consultant Jensen Strategies conducted an update of a 2016 dispatch communication study for the City of Gresham in 2020. The original report was requested for the City of Gresham for two reasons:

1. Potential Cost Savings. The City of Gresham, pursuant to an IGA, pays for Portland Bureau of Emergency Communication (BOEC) 911 dispatch services through 911 taxes as well as the General Fund. The current BOEC decision-making structure does not allow for the City to have a formal voice in BOEC's budget or, more importantly, the cost sharing among partners. If Gresham established its own Public Safety Answering Point (PSAP), the belief was that it would have more control over costs.

2. Enhanced Livability. The 2020 report supported the findings and conclusions of the 2016 report regarding revenues, operations, and livability enhancement.

As in the original report, the 2020 update concluded an independent Gresham PSAP would not likely result in cost savings and would be operationally and politically difficult to implement.

A new Council and City Manager would have the prerogative to take a second look at this question and the associated research. One course of action could be to hold a policy development meeting where the results of the report are presented, and Council is asked for any further questions or direction.

## Emergency Management Program Review

**Project Owner:** Fire and Emergency Services Chief Mitch Snyder; Deputy City Manager Corey Falls

**Description:** Gresham's Emergency Management Program promotes readiness, coordinates response and builds resilience for the City, enabling the City to respond to and recover from significant disasters or emergencies. This project will examine the current structure of the City's Emergency Management Program and recommend strategies to enhance the City's ability to advance mitigation, preparedness, response and recovery capabilities.

**Update:** The Emergency Management Program Review can be considered complete: the Program has been realigned within Citywide Services. An updated Emergency Operations Plan will come to Council in 2021. This project is not proposed to continue in a 2021 Work Plan, however, COVID-19 response may be a worthy citywide priority for consideration in a Work Plan.

## Opportunity and Livability

The projects in the opportunity and livability category – found on pages 5 and 6 of the Work Plan – encourage folks to live and work in our dynamic community.

### Parks Assets and Opportunities

**Project Owners:** UDP Director David Berniker; DES Director Steve Fancher

#### **Description:**

The City will explore ways in which it may expand and improve its park system. Some of the projects and efforts that will be included as a part of this Council Work Plan item include:

- Public outreach related to parks funding and concept planning.
- Creation of high-level conceptual master plans for Gresham’s undeveloped neighborhood and community parks.
- Development of the plan for Phase II of the Gradin Community Sports Park.
- Strategic utilization of Gresham’s share of the Metro Parks and Nature bond, passed in 2019.

**Update:** In 2020, Council heard multiple policy development updates (August 25 and October 20) and briefing sessions. Six undeveloped park concept plans were completed in 2020 as part of this item. A Parks Community Advisory Group and associated task forces will be formed in 2021 to work on several parks-related initiatives, including a parks funding feasibility study, master plan update, Metro Local Share project identification and prioritization, and prioritization of other projects for external grant funding opportunities. This work remains a key City priority and staff would propose it to continue in a 2021 Work Plan.

### Children and Families

**Project Owner:** Joe Walsh

**Description:** The City will continue efforts to strengthen the Gresham community for families and children, including public-private partnerships to expand recreational opportunities and other family-oriented support systems. Project components include an ongoing scan of funding and partnership opportunities, with special consideration for strategies that align with the recommendations of the Gresham Commission on Children and Families.

**Update:** During the pandemic, staff have had to pivot to find new ways to serve Gresham’s children and families, and with very limited resources. In-person youth activities have been cancelled but replaced with virtual futsal meet-ups, online Youth Advisory Council meetings, and street outreach to at-risk youth contracted through our community partners. To meet the increase in basic needs like food and prescription medication access, staff launched Operation Gresham Connected in March and continue to deliver supplies as needed. Staff also partnered with SnowCap to assist with food deliveries, and arranged for a 40-foot shipping container donated by the Port of Portland to increase their capacity for on-site food storage.



Staff anticipate that serving Gresham's children and families will remain a priority to Council but would look to direction from the City Manager and Council as to whether this item would return on a 2021 Council Work Plan.

### Economic Development Strategy

**Project Owner:** ED Director Shannon Stadey

**Description:** This project considers traded sector industrial development trends, inventories Gresham's industrial property within City limits, and researches best practices, strategies and new development tools to encourage development and redevelopment of existing industrial real estate. This work will inform and support implementation of Gresham's Traded Sector Jobs Strategy, as well as recommend options to Council for addressing development issues including dwindling industrial land supply, changing real estate needs, and creatively tackling redevelopment.

**Update:** The Economic Development Strategy project was a study focused on Industrial Redevelopment. Given the economic changes caused by the pandemic – Economic Development staff are rethinking the work plan item to be sure Gresham is getting the most appropriate data to help inform the work. Much of that data and analysis is planned with external partners – who've also been significantly impacted by COVID. As such, this work plan project has been put on hold since COVID hit in March. Staff would not propose this project to continue in a 2021 Work Plan.

### Homelessness

**Project Owner:** Joe Walsh, OGM

**Description:** This project will continue to explore new strategies, funding and partnerships to address chronic homelessness and mitigate its impact on public safety and livability in Gresham. A cross-departmental team including staff from homeless services, parks, police, and environmental services will coordinate internal efforts. Preferred strategies will align with the 2016 report authored by the Gresham Task Force on Homelessness.

**Update:** Due to a significant loss of funding from Multnomah County, Gresham had to terminate its contract with Central City Concern, which had provided the Clean Start and Community Volunteer Corps programs for the past few years. In order to maintain the service level that Gresham residents have grown accustomed to, and to continue helping those without homes get into shelter or housing, our team shuffled its resources and brought in one new staff person to take on the work formerly contracted out through Clean Start. By reallocating a portion of the existing Multnomah County grant funds, we were able to achieve this resource change with a net budget reduction within our Livability Department. So far, this realignment of resources has worked well. Our two-person crew of social workers is operating in close concert with NET officers and the new in-house Clean Start staff, and we are on track to exceed our annual goal of 100 individuals placed in shelter or housing with 41 folks placed in the first three months.

Staff anticipate that addressing homelessness will continue to be a priority for Council, although it is unclear at this point whether any changes to our program will be warranted or if the program will simply continue as is. If it is the latter, then this item may not need to appear in the 2021 Work Plan.

### Future Growth Strategies

**Project Owner:** UDP Director David Berniker, Brian Monberg, OGM

**Description:** The Future Growth Strategies project consists of three key elements. First, the project explores the planning processes and intergovernmental partnerships that are needed to reconsider zoning in the Springwater Plan Area. Second, the project clarifies Gresham's boundaries with unincorporated Clackamas County (Damascus and Happy Valley) regarding future growth. Project components may include studying the impacts and benefits of growth, transportation, and utility infrastructure planning. Third, the project works to refine jurisdictional boundaries within the unannexed portions of Pleasant Valley that are either mapped inconsistently between Gresham and Portland or are not assigned to either jurisdiction.

**Update:** The scope of this project has been narrowed to include only the third element: refining the jurisdictional boundaries within the unannexed portions of Pleasant Valley that are mapped inconsistently between Gresham and Portland. Previously, this item also contained changing the zoning in Springwater and expanding Gresham's jurisdiction south into the Damascus area. Springwater zoning changes will be considered as part of Metro's upcoming "2040 Relook" project to review zoning updates regionally in order to better balance jobs and housing. Expansion of Gresham's jurisdiction into Damascus would entail costly infrastructure expansion plus maintenance that has been previously analyzed and found to not be cost beneficial for the development community or the city. In 2021, staff would seek guidance from the City Manager and Council as to whether the item would continue to be appropriate for the Work Plan.

### Housing Opportunities

**Project Owner:** Brian Monberg, OGM

**Description:** Housing supply, type and affordability are key livability issues in Gresham and across the region. This project continues to explore projects, funding and partnership opportunities to increase the development of housing and citywide housing services based on the Gresham Task Force on Housing Report, completed in 2019. Work will be coordinated with state requirements on housing and regional efforts to secure funding for new housing construction.

**Update:** Staff continue to work on housing programs and policies that will provide housing opportunities for the residents of the City. Specifically, staff have advanced the development of two housing developments through the regional affordable housing bond program. Staff will be working towards the financial closing and construction of these projects over the winter of 2020/21. Staff would propose this item continue as a 2021 Council Work Plan item.

## Rockwood Rising

**Project Owner:** Urban Renewal Director Emily Bower

**Description:** The multiyear Rockwood Rising project will continue to redevelop the Catalyst Site. The project began construction in 2019 and will see continued outreach to local businesses and community stakeholders as programming for the site begins. The project will build on previous Gresham Redevelopment Commission infrastructure investments in the Rockwood Town Center, create economic opportunities for families in the community, and support the goals of the Rockwood-West Gresham Urban Renewal Plan.

**Update:** Rockwood Rising public-private development: Phase 1 completed construction in early 2020 and is currently open and operating. Phase 2 launched construction in September of 2020 with completion of market hall and plaza in Fall of 2021, and Phase 3 beginning in Spring of 2021 with anticipated completion in 2022. This project will reach key milestones in 2021 and staff would therefore recommend it continue in a 2021 Council Work Plan.

## Municipal Court Feasibility Study

**Project Owner:** City Manager

**Description:** This study will assess the effectiveness of how City-initiated court cases are resolved. It will consider the feasibility of creating a municipal court in Gresham and evaluate options.

**Update:** Consultant Jensen Strategies conducted an update of a 2015 municipal court feasibility study for the City of Gresham in 2020. The purpose of this study was to update the data and findings from five years before and see if the outcomes were still the same. The original report was requested by the City of Gresham for two reasons:

- 1) Potential Cost Savings. The City has been receiving a decreased share of fine allocations due to statutory changes in distributions to Multnomah County and the State of Oregon. In addition, there was a perception that Gresham police are unnecessarily burdened having to go to court in Portland and contributing to otherwise avoidable overtime.
- 2) Enhanced Livability. With the City's increased emphasis on community livability, there was a question of whether a locally focused court would better serve the community. The thought was that lower-level violations would receive more attention in a municipal court than at the Circuit Court where those violations are not given priority due to the volume of cases on the docket.

The 2020 report supported the findings of the 2015 report regarding revenues, operations, and livability enhancement. A municipal court – especially one that handles misdemeanors – will not likely result in significant financial savings, if any. Police overtime will not be decreased in a substantive way because the jail is still in Portland and they still need to go to Circuit Court (e.g., for felonies and misdemeanors). The only advantage of a Gresham municipal court is a greater focus on quality of life violations. That said, the City Attorney's office conducted their own independent analysis and feels the topic may still warrant additional consideration by City Council.

Staff would recommend bringing a Policy Development item to Council to consider different options. The City Council and City Manager would need to align on whether this project should continue as a 2021 Council Work Plan item.

## Sustainable Services

The projects in this category – found on pages 7 and 8 of the Work Plan - represent innovative projects that put Gresham at the cutting edge of municipal and sustainability best practices.

### Transportation Trends and Priorities

**Project Owners:** UDP Director David Berniker, DES Director Steve Fancher, Brian Monberg, OGM

**Description:** This project considers short and long-term goals for Gresham’s transportation system focused on livability, economic development, safety and environmental quality. It carries out the City Council’s priorities for the City’s Capital Improvement Program and grant applications and monitors the progress of a potential 2020 transportation investment measure spearheaded by Metro. Furthermore, this project explores transportation technology trends related to vehicles and infrastructure, shared mobility systems, and data management. This project will address potential impacts of emerging transportation technologies and explore how they might integrate with city assets and new development.

**Update:** An update on this project was presented to Council on November 17, 2020. It included an annual transportation operation and maintenance check-in with Council that has occurred in the past with or without inclusion as an official Council Work Plan item. This item also includes the Transportation System Plan (TSP) Update which prioritizes projects and programs for a safe, efficient, and multimodal network. The TSP portion of the item is in two phases. Phase One, anticipated for 2021, is a policy-neutral update and will combine the Pleasant Valley and Springwater TSPs with the City's TSP to create one plan for the three areas. Phase Two, anticipated for 2021-2022, will address the policy issues that include new mobility standards, emerging technologies, and funding. Staff would recommend that this item continue as a 2021 Council Work Plan item.

### Finance Models and Opportunities

**Project Owners:** City Manager; Budget and Finance Director Sharron Monohon

**Description:** This project will endeavor to provide long-term stability to the General Fund while continuing efforts to support City operations and community and capital investment. To better position the City to meet future financial demands, consideration will be given to revenue options in conjunction with continued investments in business processes and service delivery. The principles of participatory budgeting will be incorporated as the public is engaged around budget creation and evaluation of revenue options.

**Update:** Establishing long-term General Fund stability will continue to be a critical citywide priority during the upcoming year. In addition to the General Fund/Police-Fire-and-Parks (PFP) Fund needs there will also need to be actions related to utility rates and transportation funding. Additionally, staff will be looking for Council guidance on revenue-generating options such as levies or districts. Debt issuance activities (mostly tied to groundwater) will also require Council action. Staff would recommend this item continue as a 2021 Council Work Plan item.

## Legislative Advocacy

**Project Owner:** Government Relations Director Eric Chambers

**Description:** State and federal government decisions have a significant impact on the City. Advocating on key issues can help bring financial resources to Gresham, positively impact state and federal policy, and help ensure that the residents of Gresham retain important local-control of their community. In order to empower the organization to work on Gresham's priorities, the City Council adopts State and Federal priorities on a biennial basis, to mirror the State Legislative and U.S. Congressional schedules. Council will update and adopt state and federal priorities in 2020, ahead of the new State Legislative Biennium and the 117<sup>th</sup> Congress.

**Update:** Staff has worked with the City of Portland to help get the \$3.9 million in CARES funding conveyed to the City before the 12/31 deadline. In addition, staff has advocated, along with the League of Oregon Cities, for Gresham to also be eligible for any leftover funding from the State's local government CARES allocation. Staff is working on draft Legislative and Federal priorities for Council Consideration in January, in concert with the new State Legislature and new Congress being seated. With the departure of Eric Chambers, the City is currently holding a recruitment for a Government Affairs Manager. Staff anticipate this item would continue as a 2021 Council Work Plan item.

## Climate Action

**Project Owners:** DES Director Steve Fancher; UDP Director David Berniker

**Description:** To help combat climate change and promote public health, the City must take measurable action to reduce greenhouse gas emissions. This project will revisit the City's 2012 Sustainability Plan, assess progress, and update the report. Past and ongoing successes – such as the City's net zero Wastewater Treatment Plant and Green Business Program – will be inventoried and future opportunities for emissions reduction will be considered.

**Update:** This item was discussed with Council at the March 10, 2020 policy development meeting, and staff have been working on planning and scoping the work since that time. Renewed guidance from City leadership in 2021 could help staff reconsider how to fund and scope the project.

## 2020 Census Outreach

**Project Owner:** Communications Manager Elizabeth Coffey

**Description:** In 2020, the federal Census Bureau will update the count of every U.S. resident and household for this upcoming decade. The count provides the basis for representation in Congress, critical federal funding for education, transportation, employment and social services, and data the City will use to make decisions regarding public safety, emergency preparedness, roads, and more. In partnership with Multnomah County, the City will promote the importance of completing the count, with a focus on "hard to count" communities.

**Update:** The Census is complete. Council received an update in the October 20, 2020 Council Update email. Staff are unaware what Gresham's final count looks like, as door-to-door data is not available, so

the final recap will come early January. This project would not be proposed to continue as a 2021 Council Work Plan item.

### Water Supply Study

**Project Owner:** DES Director Steve Fancher

**Description:** The City will explore options and costs to further develop Gresham’s groundwater supply to eliminate or reduce reliance on the City of Portland’s Bull Run water supply, which is anticipated to become more expensive as Portland’s water filtration plant is constructed and becomes operational in 2027.

**Update:** Following policy development and Council briefing sessions earlier in 2020, the final Council decision for this item was completed on October 6, 2020. Although this work will continue to be a key city priority, the work may be considered “operational,” so it does not need to continue as a Council Work Plan project in 2021. Staff will work to complete design and construction of groundwater projects included in the 2020 Groundwater Development Master Plan to achieve water independence from the City of Portland by June 30, 2026.

### Environmental Overlay

**Project Owners:** DES Director Steve Fancher; UDP Director David Berniker

**Description:** This project ensures the City’s environmental (streamside, wetland, floodplain, and hillside) overlays represented in the Development Code are based on the most accurate GIS data available, and that the associated Code provisions are clear, consistent and user-friendly. The resulting Code will be easier to understand and implement, and the maps will be more accurate and useful in the field.

**Update:** The technical and public outreach work for this project has occurred throughout 2020. The final Council action for this item occurred on December 15, 2020, so this item does not need to continue as a Council Work Plan Project in 2021.

### Development Code Process Updates

**Project Owners:** Mary Phillips, UDP; UDP Director David Berniker

**Description:** This multiyear project identifies and implements code and process changes to make the Development Code easier to understand, more efficient to navigate, and more responsive to the evolving development climate. Ultimately, improvements will support high quality projects and clear, predictable reviews through a focus on restructured design district standards and guidelines, targeted code updates, and development review process improvements.

**Update:** Phase One of this project was completed and became effective November 5, 2020. Phase Two of this project includes Middle Housing. Gresham was awarded technical assistance through a DLCDC-provided consultant to help update the City's comprehensive plan and development code to comply with the provisions of House Bill 2001 regarding middle housing. Consultants have begun work on a

code audit and the first Planning Commission work session is scheduled for November 9, 2020. This will be followed by Council Briefings targeted for January 2021, a policy direction meeting scheduled for March 16, 2021, and adoption anticipated for late summer 2021. Ultimately, improvements will support high quality projects and clear, predictable reviews through a focus on restructured design district standards and guidelines, targeted code updates, and development review process improvements.

#### Equity and Inclusion Initiative

**Project Owner:** City Manager

**Description:** Gresham benefits from being one of the most diverse communities in Oregon. Through the Equity and Inclusion Initiative, the City strives to create a diverse and welcoming workplace, deliver services to all residents in an equitable and accessible fashion, and engage with the community in an inclusive and authentic manner.

**Update:** The City Manager's office conducted a request for proposals process to hire a diversity, equity, and inclusion consultant to help the City lay a foundation for the creation of a DEI program. Dr. James Mason and his team with Organizational Cultural Competence Assessment and Training (OCCAT) was selected, and Council authorized the City Manager to enter into a contract at the November 17, 2020 Council Meeting. Phase I of the work is anticipated to occur between December 2020 and June 2021, and will include Council facilitation and alignment around priorities, interviews of key stakeholders to inform an organizational assessment report, and a proposed work plan for Phase II. DEI work will continue to be a key citywide priority, so staff would recommend it to continue as a 2021 Council Work Plan item.