

### PRIORITY NAME

Diversity, Equity and Inclusion

### OWNER(S)

Corey Falls – Deputy City Manager

### KEY STAFF

Executive Leadership Team, Department Directors and Key Staff to be determined by Phase I recommendations and Phase II implementation needs.

### PURPOSE

The City of Gresham strives to attract and retain a diverse workforce, deliver services to all residents in an equitable and accessible fashion, and engage with the community in an inclusive and authentic manner.

### PROJECT DESCRIPTION & SCOPE

In December 2020, Dr. James Mason and the Organizational Cultural Competence Assessment and Training (OCCAT) team began a diversity, equity, and inclusion (DEI) consulting project to help the City lay a foundation for the creation of a sustainable, actionable, long-term DEI program. Phase I of the work will continue through June 2021 and will include Council policy direction and alignment around terms, concepts and priorities; interviews of key stakeholders to inform an organizational assessment; and a proposed work plan for Phase II, which will include the next steps of comprehensive program design and implementation.

### DELIVERABLES

June – Obtain policy direction from City Council based on the completion of Phase I work and recommendations.

July – Begin Phase II implementation

### COUNCIL ACTIONS REQUIRED

## 2021 Council Work Plan Priority Charter

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YES. As described above obtain policy direction from City Council in June based on the completion of Phase I work and recommendations.

### COMMUNITY ENGAGEMENT

TBD as needed.