

Equity in Community Engagement, Policy Development and Policy Delivery



City Council Work Session
January 11, 2021

Equity



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Why consider equity in our work?

Ordinances and Resolutions



Building a Foundation:

- Human Rights Commission
- Equity and Human Rights Center
- Equity and Human Rights Board
- Diversity and Equity Strategic Plan
- Diversity Teams
- Triple Bottom Line Tool
- Public Participation Guidelines
- Working Better Together

Evolution of Our Equity Work

- Deeper and more impactful
- More staff are engaged and building their capacity
- More organic, less of an afterthought
- More sustained and iterative
- Uncovering gaps and opportunities



Current Examples of Equity Work

Accessible Virtual Programming -- Ad Hoc Committee on Police Policy -- Adaptive Recreation Program -- Basic Life Support Technician Program -- Belonging Trainings -- Biased-based Policing Training -- CAHOOTS (Crisis Assistance Helping Out On The Streets) -- CFEE (Coaching for Educational Equity) -- Residential Equity Program -- City Spanish Facebook Programming with La E-Kiss -- City Website - Spanish language landing page and marketing -- Community and Neighborhood Matching Grants -- Community Engagement Coordinator -- Community Safety Initiative -- Engagement Process -- Core Competencies -- COVID recovery planning for marginalized communities -- COVID-19 youth messaging contest -- Cultural Expression in Public Spaces -- Day Resource Center outreach to unhoused individuals -- De-escalation and Crisis Intervention Training -- Diversifying membership on Board of Directors Commission -- Downtown Program -- Events & Public Art -- Downtown Riverfront Street Naming -- Engineering, Equity & Access Coordination -- Equitable Community Development -- Equity Panels -- Equity Panels -- Farmers Market, Park Blocks and City Hall Planning and Design -- Fiesta Cultural -- GARE (Government Alliance on Race and Equity) Training Cohort -- Hate and Bias Tracking and Response -- Human Rights Commission and work groups -- Inclusive Public Participation Guidelines and Training -- Institutionalizing Language Access Practice -- Interrupting harassment and hate incidents in LRCS managed facilities -- Latino/a Engagement and Parks and Recreation System Planning -- Library Training on Evaluating, Auditing, and Diversifying collections -- Mattie Reynolds Park and MLK Jr Park community engagement process -- Mayor's Art Show -- Middle Housing -- Multicultural Liaison -- Multiple Unit Property Tax Exemption -- Public Benefit Criteria -- Paso a Paso -- Racial equity and anti-racism resource lists -- Racial Equity Literacy Kit -- Recreation Racial Equity Team -- Recreation Value Statement on Racial Equity 2020 -- Rights Assistance Program -- Shelter Siting Focus Groups -- Spanish language Fix it Fairs -- Spanish Language Public Safety Forum -- Spanish Translation of Library Notices -- Storytelling at Downtown Riverfront Park -- Strategic Race and Equity Advisors -- Striker Field Renaming -- The Evolve Experience -- Trainings and Support for Neighborhood Associations -- Transportation Equity Working Groups -- Tribal Intergovernmental Relations Work -- Triple Bottom Line (TBL) -- West Eugene Enterprise Zone Public Benefit Criteria -- Workforce Equity and Employee Wellbeing -- Young Women's Fire Camp --

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Training & Development

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Service Delivery

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Planning

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Policy

Gaps & Opportunities

- Staff development & cross-departmental coordination
- Centralizing policies & practices
- Aligning resources & timelines
- Developing ongoing relationships



How can Council
continue to support
this work?

- Resources and Timelines
- Informal Accessibility
- Public Participation Spectrum
- Boards and Commissions
- Shared Language and Understanding
- Equity Lens

Discussion
