

# 2023-2025 Commission Goals and Strategies

## Job Category



### FEBRUARY 2025 UPDATE

Department Contact:	Patrick Foiles, HR Director	Date:	February 2025
Percentage Complete:	75%	Target Completion:	June 2025

#### Goal 1 - Promote Diversity, Equity, and Inclusion (DEI) for a Safe, Inclusive Community and Organization

##### IMPORTANT OR RELEVANT DATES/MILESTONES: (LOOKING AHEAD AT THE NEXT 3 MONTHS)

Currently:

- **DEI Project Team** – still meeting every other week to coordinate each step and effort involved in moving this work forward.
- Lamont (Triangle Advising) was recently onsite, January 7<sup>th</sup> and 8<sup>th</sup>.
  - Facilitated the fourth (4 of 6) **Employee DEI Workgroup** meeting.
  - Facilitated the fourth (4 of 6) **DEI Community Task Force** meeting.
  - Facilitated the fourth and final **all-staff DEI Training** with city employees.
- Lamont (Triangle Advising) and City Manager Konkol presented the Stay Survey Results to the entire city staff on January 9<sup>th</sup>. The presentation covered the results, four (4) areas of focus that were identified, and a proposed Action Plan to address

##### STATUS: (WHAT HAS BEEN DONE/IS BEING DONE)

- **DEI Community Taskforce** Next (5<sup>th</sup>) meeting is scheduled for March 18.

The Committee will continue to discuss and define priorities and responsibilities of the task force. They will also discuss the design of a Community DEI Assessment Plan.

The following chart outlines the agenda topics for the last three meetings:

January 7 Meeting #4	March 18 Meeting #5	May 6 Meeting #6
<ul style="list-style-type: none"> <li>• Task Force Mission Statement</li> <li>• Cultural Calendar</li> <li>• Community engagement strategies</li> <li>• Event planning (Juneteenth, Pride, other?)</li> </ul>	<ul style="list-style-type: none"> <li>• Establish long-term priorities and responsibilities of task force</li> <li>• Design Community DEI Assessment Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Identify ways to enhance Oregon City brand</li> <li>• Strategies to elevate youth voice</li> <li>• Plan for external partnerships</li> </ul>

- **Employee DEI Workgroup** will continue to meet on a bi-monthly basis.

Last month, the work group discussed one of the areas of focus that came from the Stay Survey, Employee Recognition.

The group also reviewed a case study and worked through a “consultancy Protocol” to review, brainstorm, and reflect on the difficult situation presented in the case study. Was able to hear multiple perspectives, gather input, and work toward an action plan.

The Workgroup is also considering the future of the group and continuing to identify how they can add value to the City, employee experience, and developing a strong sense of belonging for all staff.

- **Staff Training** – all phases of planned training has been completed.

Leadership DEI Trainings – 5/29 and 11/20

All staff DEI Training sessions – 9/25, 10/14, 11/20, 1/8

- **HR Policies and Hiring Practices** –

Triangle Advising is assisting HR to develop a guideline document for hiring managers and panels that will incorporate best practices and improve consistency.

- Blind application review
- Interview panels – training and diversity
- Broad advertisement and try to reach underrepresented populations
- Develop inviting recruitment materials – demonstrate belonging
- Identify a collection of core competencies that the organization values.