

Strategic Priority: Diversity, Equity, Inclusion		Outcome:	Target:	
Initiative: Develop and Implement the GARE Equity Action Plan				
Actions	Measure of Success	Who's Responsible	Target Date	
Identify and Organize Department Leaders and Staff to be part of the core GARE team.		Ben Martig		
Identify Partner Agencies & the Information they maintain that relates to Race and Equity in Northfield.		Monte Nelson		
Develop an Equity Action Plan for the City of Northfield.		Ben Martig		
Implement the GARE Equity Action Plan across all Departments within the City.		All Dept. Directors		

Strategic Priority: Diversity, Equity, Inclusion		Outcome:	Target:	
Initiative: Develop Equitable Service Access Plan				
Actions	Measure of Success	Who's Responsible	Target Date	
Update and Evaluate recent surveys to identify potential Needs and Groups in Need		Michelle Mahowald		
Identify Partner Agencies & the Information they maintain that relates to Northfield Demographics and Services		Monte Nelson		
Collect information from current transportation companies regarding existing routes, rates of use, rider information, etc.		Deb Little		
City Staff and Department Survey to ID weaknesses and areas of concern related to serving all segments of the Community.		Michelle Mahowald		
Recommend a plan to improve translation and communication services within City Offices and in the Community.		Michelle Mahowald		
Create a proposal for increased transportation services and routes within City.		?		
Identify a Group or Committee to oversee and make recommendations related to these City Plans and Initiatives		Ben Martig		

Strategic Priority: Diversity, Equity, Inclusion		Outcome:	Target:	
Initiative: Implement Recruitment, Hiring, and Retention Plan for City Staff Positions				
Actions	Measure of Success	Who's Responsible	Target Date	
Study Demographics of City Staff and Community		Michelle Mahowald		
Identify techniques and steps to achieve Diversity among City Staff that closely matches the Community Diversity		Michelle Mahowald		
Implement a Recruitment, Hiring, and Retention Plan that will address issues of Diversity, Equity, and Inclusion		Michelle Mahowald		

Strategic Priority: Diversity, Equity, Inclusion **Outcome:** Staff and volunteers reflect community **Target:**
Initiative: Develop a recruitment plan for volunteers, board/commission members, interns

Actions	Measure of Success	Who's Responsible	Target Date
Study Demographics of community		Michelle Mahowald	
Identify techniques and steps to advertise and attract applicants from all sectors of community		Michelle Mahowald	
Implement recruitment plan that will reach, attract and appeal applicants from all sectors of community		Michelle Mahowald	