



## Legislation Text

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**File #:** 18-252, **Version:** 1

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**City Council Meeting Date:** May 8, 2018

**To:** Mayor and City Council

**From:** Ben Martig, City Administrator

Discussion of Strategic Plan (2018-2022): Diversity, Equity, Inclusion: Strategic Initiatives: b) Develop and implement the Racial Equity Plan; c) Develop a recruitment plan for volunteers, board/commission members, interns; and d) Implement recruitment, hiring, and retention plan for City staff positions.

**Action Requested:**

Discussion only.

**Summary Report:**

The “Diversity, Equity, Inclusion” Strategic Plan Strategic Outcomes includes the following Strategic Initiatives:

- b) Develop and implement the Racial Equity Action Plan.
- c) Develop a recruitment plan for volunteers, board/commission members, interns.
- d) Implement recruitment, hiring, and retention plan for City staff positions.

The Racial Equity Action Plan will include components of “c” and “d” above so they are significant integrated with each other.

Staff will present the presentation that includes components of an internal employee training on Racial Equity and Implicit Bias that was completed in 2017 for all employees. Additionally, there is information on next steps related to implementation of the Racial Equity Action Plan in particular.

Staff is anticipating some additional supplemental information for the presentation to be distributed on Monday.

**NOTE FOR GENERAL PUBLIC:**

The Mayor and City Council was provided a video clip of “The House We Live In: Race - The Power of an illusion” in advance of the Council meeting to watch for background information. The City owns copyrights on this for our city rights for official individual use. If we violate our agreement, the City could be fined so we are not able to provide general viewing over cable access or the internet. The video is available for viewing for the general public to watch at City Hall upon request as we have an actual DVD available as well. Please contact Judy Becker, Administrative Assistant at [Judy.Becker@ci.northfield.mn.us](mailto:Judy.Becker@ci.northfield.mn.us) <<mailto:Judy.Becker@ci.northfield.mn.us>> or 507-645-3060 to schedule a viewing.

**Alternative Options:**

Not applicable.

**Financial Impacts:**

Not applicable

**Tentative Timelines:**

Not applicable.