

# Diversity, Equity & Inclusion Update

September 27, 2021

Vancouver City Council Workshop

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Inclusion



9/16/2021 3:13 PM



## Reflection Questions

What is your vision for diversity, equity and inclusion within the City of Vancouver?

What may be barriers advancing diversity, equity and inclusion to achieve your vision?



# What is DEI?



# DEI Headlines



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Diversity, equity & inclusion (DEI) leads the way COV does business through making it a priority

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DEI becomes a differentiator resulting in internal cultural shifts; integral to business and service success

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DEI provides access to community, decision-makers and stakeholders

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Helps brand as more than city government core service provider

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Opportunity to heal from historical damage and trauma; create equitable policy whereas one's identity is not a factor in one's success

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# DEI Challenges as Opportunities



**CULTURE & CLIMATE**



**ACCOUNTABILITY &  
LACK OF SUPPORT**



**TRUST OF LEADERSHIP**



**DEI RESOURCES &  
MESSAGING**

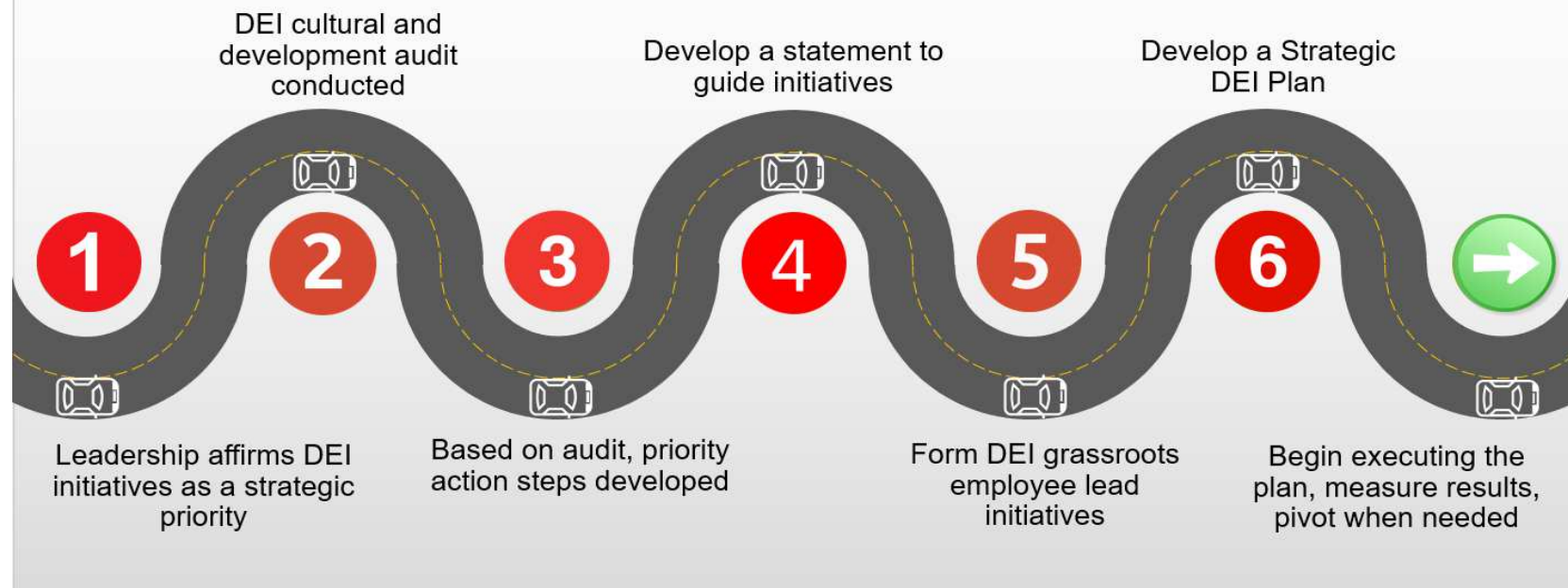


**DEEP DIFFERENCES  
(DEI EFFORTS ARE SEEN  
AND EXPERIENCED)**

# DEI Business Case

Community	Talent	Government
<ul style="list-style-type: none"> <li>• Diversity, equity and inclusion quality of <b>life solutions</b> to our community</li> <li>• Identify <b>new business</b> opportunities</li> <li>• Make DEI a <b>differentiator</b></li> <li>• Cultivate <b>external partnerships</b> to support community priorities</li> </ul>	<ul style="list-style-type: none"> <li>• Attract, develop, and retain the <b>best talent</b></li> <li>• Create an <b>engaged and committed</b> workforce</li> <li>• Create <b>innovative solutions</b> for community</li> <li>• Develop cross-cultural competencies to manage and work with <b>multicultural teams</b></li> </ul>	<ul style="list-style-type: none"> <li>• Create a space for <b>healing from past harm</b></li> <li>• <b>Reduce</b> harm</li> <li>• Develop <b>equity policy</b></li> <li>• Create equity <b>innovative solutions</b> for community</li> </ul>

# Organizational Roadmap





# Elements for DEI Systemic Culture Change

Commitment & action from City Council and City Leaders

Integrate DEI into all functions & core business strategy

Accountability

Measurement Systems

Grassroots Staff Involvement

Resources & structure

Clearly articulated DEI strategy

Community Involvement





# Leadership Commitment

## City Council

Maintain DEI as one of the city's strategic priority

Support DEI goals of the city

Use an equity lens for policy making

Commit to ongoing DEI professional development

## City Leadership

Involvement as mentors, ERGs sponsors and community engagement

Commit to ongoing DEI Professional development

Follow through of inclusive practices & leadership

## Office of DEI

Provide DEI guidance for organization, as whole

Support direction of community engagement through a DEI lens

Create space for external DEI efforts



# Building Our Strategy



## Council's Next Steps/Timeline



# Questions and Discussion

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