



# Diversity, Equity & Inclusion Workshop



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# Workshop Overview



## Boards & Commissions



## Council's 2023 DEI Journey

# Boards & Commissions DEI Lens



**6. COV Councilmembers advances DEI through policy making.**

**6.3 Boards and Commissions DEI development** – Provide commissioners and board members with DEI education, support and coaching that aligns with the professional development received by council and staff to support alignment.

**6.4 Boards and Commissions increased representation** - Examine and develop a systematic approach for creating opportunities for all community members to participate on Boards and Commissions without city institutional barriers.

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# Boards & Commissions DEI Lens

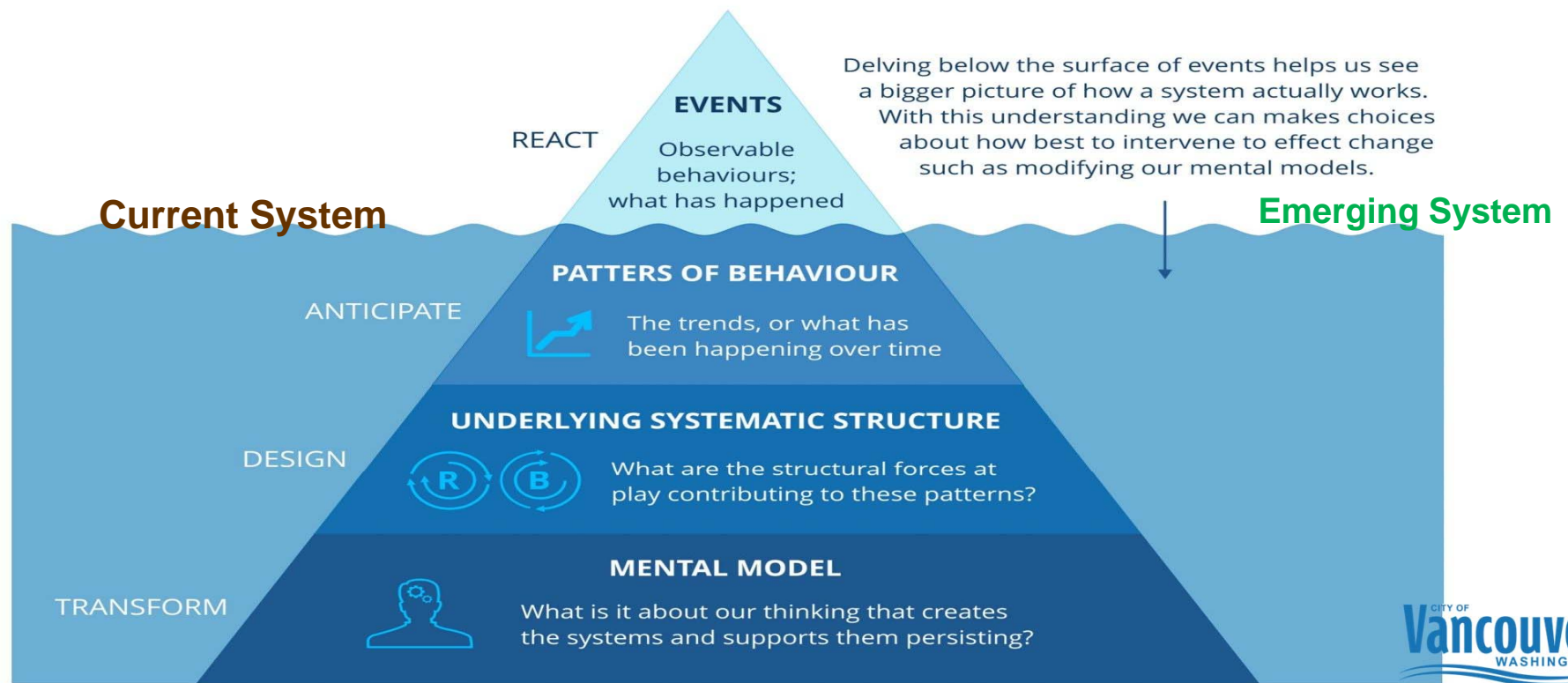
## Current Boards & Commissions Program



Recruitment	Active Membership	Exiting
<ul style="list-style-type: none"> <li>Recruitments conducted for every vacancy</li> <li>Term expirations, resignations, etc. (90 days)</li> </ul>	<ul style="list-style-type: none"> <li>Participate based on B&amp;C business needs</li> </ul>	<ul style="list-style-type: none"> <li>Some B&amp;Cs May recognize the volunteer</li> </ul>
<ul style="list-style-type: none"> <li>Council subcommittees review, select and interview candidates for each vacancy</li> </ul>	<ul style="list-style-type: none"> <li>Yearly leadership workshops                             <ul style="list-style-type: none"> <li>Anti-Harassment (coming soon)</li> <li>Safety (coming soon)</li> <li>Racial Equity and/or DEI</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Optional exit interview (paper format)</li> </ul>
<ul style="list-style-type: none"> <li>New members are welcomed and onboarded by their respective department staff</li> </ul>		

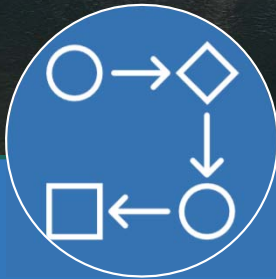


# Equity & Inclusion Analysis



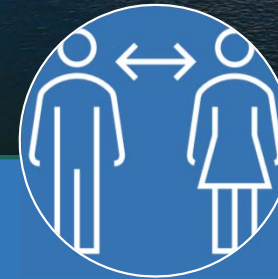
# Equity & Inclusion Analysis

## Boards & Commissions



### Process and Procedure

Recruitment  
Active Membership  
Exiting



### Experience

Volunteer/Community Member  
Council  
Staff

# Equity & Inclusion SWOT Analysis

Staff was asked to view this program from their understanding and from that of their members.



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- ✓ The B&C program process has improved from years passed
- ✓ Most members are engaged, informed and trust staff

## **And...**

- Difficult to find diverse applicants
- Confusing recruitment process
- Recruitments take a long time
- Interview process can be a barrier
- Members feel under-utilized
  - Wish to be advocates and would like to connect with council more
- Missed opportunities for community relationship building and leadership training
  - For staff, Council & B&C members
- Missed opportunities to keep members engaged after time served



# Proposed Boards & Commissions Change



## An annual citywide recruitment

Recruiting	Active Members	Exit Plan
<ul style="list-style-type: none"><li>• Create diverse community outreach</li><li>• Create opportunities for volunteerism</li><li>• Promotes cross-department collaboration</li></ul>	<ul style="list-style-type: none"><li>• Improve onboarding process</li><li>• Improve members leadership opportunity</li><li>• Create opportunities for community engagement</li></ul>	<ul style="list-style-type: none"><li>• Improve and shift moving around exit experiences</li><li>• Create opportunities for volunteerism (keep engagement)</li></ul>



# Annual Recruitment





## Council Consideration

- Does the council want to update policy to allow for an annual recruitment?
  - If so, Council will need to shift terms in 2023 to align with annual recruitment.

# Council Clarifying Discussion

How would Council like to engage youth and their participation within Boards and Commissions?

## HS Student Engagement Option

- Engage HS student council at their meetings
- Connect with Youth Supporting Organizations
- Intentional trust building

## Young Adult/Older Youth Engagement Option

- Engage student groups (universities/colleges)
- Enhanced recruitment strategies for Boards & Commissions

## Adults with Professional Experiences

- Support “Youth Seat” on B&Cs for adults with current vocation/advocation experiences



# Council's 2023 DEI Journey

Diversity, Equity &  
Inclusion Strategic Plan  
2022-2025



COV **Council** advances DEI through policy making:

- Accessible meeting locations
- Boards and Commission DEI development
- Integrate DEI within Boards and Commissions system
- DEI professional development
- Community engagement
- DEI statement



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# Council's 2023 DEI Journey

Diversity, Equity & Inclusion Strategic Plan 2022-2025



## Council Discussion

**In what ways would Council like to advance diversity, equity and inclusion in 2023?**

**What does the council need and/or want from the Office of DEI to support Council within their DEI journey?**



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# Thank You

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# Icon Library

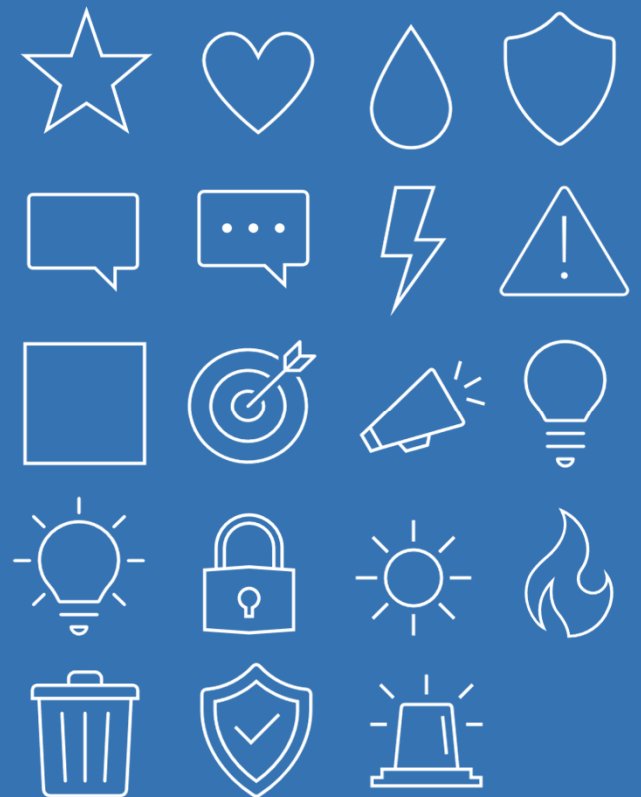
## Charts and Diagrams



## Time and Location



## Shapes and Symbols



# Icon Library

## Sustainability



## Buildings and Places



## People and Accessibility



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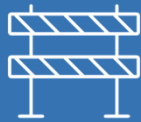
## Money





# Icon Library

## Transportation



## Web and Technology

