



## CITY OF BEND

---

**To: Council Stewardship Subcommittee**

**From: Shelly Smith**

**Date: May 26, 2020**

**Re: Updates on the Diversity, Equity, and Inclusion (DEI) Council Goal and Outcomes to Date**

---

Councilors will receive an update on the Diversity, Equity, and Inclusion (DEI) Council Goal primarily focused on the progress to date of goals set forth in the work with Allyship in Action (AiA). The City of Bend entered into contract with Allyship in Action in September, 2019 to assist in the successful implementation of the Council's DEI goal. Their contract with the City has been extended from December 31, 2019 to July 30, 2020.

Council's DEI goal for the biennium is to "Embed a commitment to diversity, equity, and inclusion (DEI) within the City of Bend and publish DEI statistics to the public by 6/30/2020 (Effective & Efficient City Operation, Strategy 4)."

Specific Actions include:

1. Implement a DEI training program for City Council, City Staff, and volunteers.
2. Hire a consultant to conduct an organizational assessment.
3. Establish a short-term steering committee/task force to assist in identifying the needs and priorities of underrepresented communities.
4. Establish a permanent commission/committee to develop a DEI action plan and seek opportunities to leverage community efforts through funding and staff support.

Erin Rook and LeeAnn O'Neill from AiA will provide an overview of the scope of their work, deliverables to date, specific next steps and timeline, and answer questions from Councilors. One or two members of the current DEI Task Force, convened and facilitated by AiA, may also be present for this meeting and cover some of the materials related to their service on the DEI Short-Term Task Force. AiA provided the attached documents for your review as part of their overall presentation to the Stewardship Subcommittee.

