



# I. SALEM EQUITY ROUNDTABLE MEETING MINUTES – 9/14/23

## Welcome and Equity Assessment Overview

- Introductions
- Overview of meeting goals
  - Gather community input to inform the City's equity assessment with Moss Adams
  - Explore community expectations and priorities as it relates to equity and service provision
- Overview of equity assessment
  - Equity Assessment Tool – City can use to assess equity in programs and services moving forward
  - Equity Assessment Report – assessing eight different services and programs across the City
  - Equity Planning Tool – City can use to plan new or revised programs and services
  - Performance Measures – recommendations for measuring equity

## Equitable Service Provision

- Participants raised the importance of increasing access to City services and programs. Some opportunities to improve that were identified included:
  - Increasing access to City services for low-income individuals
  - Increasing language access
  - Building cultural competency to better understand the different cultures in the community and how to best serve and work with them
  - Increasing access to public meetings
    - Making video public comment available
    - Explaining acronyms used in meetings
    - Providing childcare at public meetings
  - Funding improved pedestrian and ADA infrastructure (not just focusing on roads)
  - Setting diversity goals for boards and commissions
- Participants noted the importance of building trust in the community. Some considerations included:
  - Acknowledging that past efforts have been flawed
  - Being realistic about what the City can do
  - Embracing and understanding differences
- Participants suggested the City should make meaningful investments in equity-related strategies and noted concerns that equity is often the first thing to be cut when budgets are tight



## New Programs or Initiatives

- Participants discussed strategies for the City to consider when developing new programs or initiatives. Some opportunities to improve that were identified included:
  - Being intentional about bringing people to the table
  - Considering who is not at the table
  - Involving the community in a way that is meaningful for them and considers their needs
  - Letting community members show up how they would like to show up and understanding that communities have limitations in their ability to engage (e.g., family and work commitments)
  - Proactively building ongoing relationships with the community so that involving the community is not a checklist item, e.g., City staff proactively attending community events throughout the year and truly getting to know the community
  - Ensuring that action follows the conversations that happen at Council
  - Prioritizing continuity and consistency in considering equity, such as setting Citywide policy standards for departments
  - Remaining conscious of biases

## Wrap-Up

- The group did not have time to discuss the final set of questions regarding performance measurement and reporting. If participants have feedback on the questions below, they are encouraged to send them to Maria Stroth at [Maria.Stroth@mossadams.com](mailto:Maria.Stroth@mossadams.com).
  - What sort of information would you like to see from the City to know progress is being made related to equity?
  - Are there specific measures you think the City should be tracking?
  - Are there specific formats or methods you think the City should be using for sharing information?
- Updates from City staff:
  - Moss Adams' equity assessment is projected to finish by January. This group will be kept updated on project process.
  - Equity roundtable is now a permanent gathering. Group would like to identify the most convenient time for members to participate. The location will rotate.
  - Update on grant availability – links and information will be sent to group.