

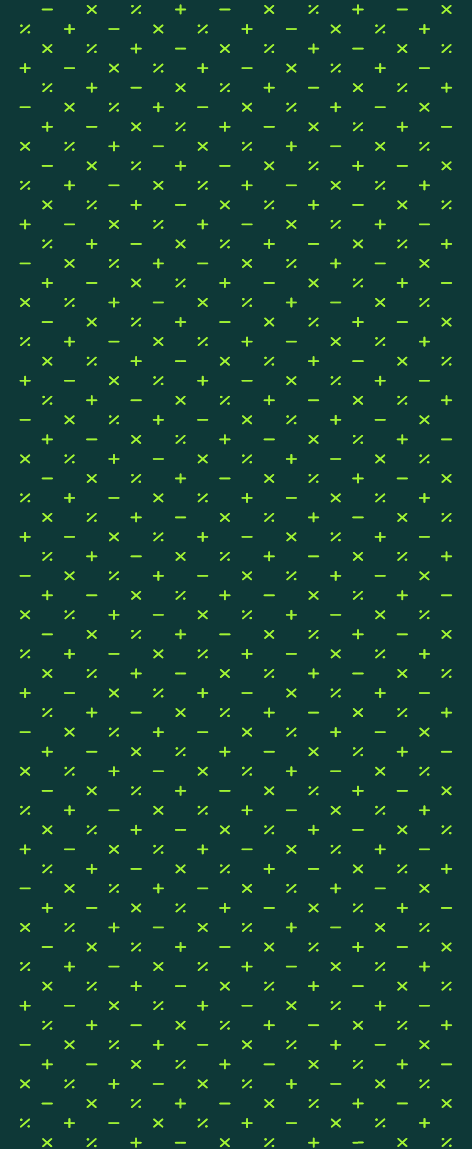


MOSSADAMS

CITY OF SALEM

Equity Roundtable Meeting

November 2024



With You Today

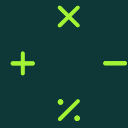


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Agenda

01 PROJECT INTRODUCTION

02 REVIEW EQUITY-RELATED GOALS AND OBJECTIVES

03 PRIORITIZATION EXERCISE

04 ADDITIONAL FEEDBACK



Project Scope

To assist with implementation of the recommendations included in the equity assessment, Moss Adams **will help facilitate the development of clear Citywide goals, objectives, and performance measures related to equity** to establish priorities for the organization and support equitable, data-driven decision-making.



Timeline

September → December

September

- Begin holding work sessions with City staff to develop draft equity goals, objectives, activities, and performance measures

October/November

- Continue to facilitate work sessions and review drafts with City staff
- DEI Committee meeting
- Equity Roundtable meeting
- Finalize equity goals, objectives, activities, and performance measures

December/January

- Review drafts with ELT
- Presentation



Goal for Today

- Understand the Equity Roundtable's priorities among the proposed equity-related City-wide goals and objectives
- Collect feedback on any additional ideas or priorities



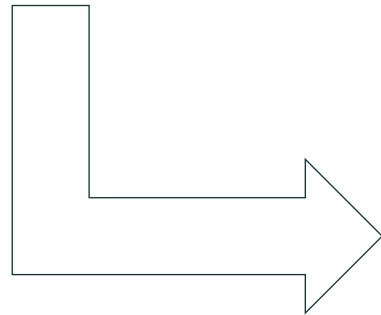
Draft Equity-Related Goals and Objectives Review



Defining Goals & Objectives

Goal

A broad and long-term outcome that the City is striving toward



Objective

A tangible and shorter-term aim that supports a broader goal



Draft Goals

1. Deliver services equitably, ensuring that all residents have fair access to opportunities, resources, and support to fully participate and thrive in an inclusive community.
2. Create and maintain an equitable, inclusive workplace where all employees feel valued, respected, and empowered to contribute meaningfully to decision-making and organizational growth.



Goal #1

Deliver services equitably, ensuring that all residents have fair access to opportunities, resources, and support to fully participate and thrive in an inclusive community.

- A. Engage the community through inclusive, equitable, transparent, and collaborative processes to inform our decision-making so that policies and programs reflect the needs and priorities of residents.
- B. Clearly establish and widely share what equity and equity-led practices mean within our organization to ensure their effective implementation in all areas of external service provision.
- C. Develop and implement tools and processes that embed an equity lens into decision-making, program design, and service provision.
- D. Increase access to our services and decision-making processes for underserved residents.
- E. Commit to continuous improvement so that we can adapt and evolve our practices to better serve the community and enhance our effectiveness in achieving our equity goals.

Goal #2

Create and maintain an equitable, inclusive workplace where all employees feel valued, respected, and empowered to contribute meaningfully to decision-making and organizational growth.

- F. Create a safe and welcoming environment that invites employee ideas and discussions by creating mechanisms for staff to share their experiences and feedback.
- G. Prioritize equity in our workforce by promoting fairness in hiring, retention, and promotions.
- H. Cultivate a culture of accountability by ensuring that leadership at all levels actively supports and advocates for equity initiatives.



ACTIVITY & DISCUSSION

Review the draft goals and objectives.

Using the sticky dots, rank the top five priority objectives from your perspective.



Additional Feedback

Is there anything missing?

Is there anything that should be removed?

Are there any areas of this work that this group would like to be involved in going forward?



Next Steps

- Finalize goals and objectives, develop performance measures
- Assign work owners
- Leadership team approval



▶ **THANK YOU**



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