



DIVERSITY, EQUITY, INCLUSIVITY & OTHER TRAINING PROGRAMS

Human Resources Department

City Council
December 1, 2020

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LEARNING & DEVELOPMENT

We are on a **Mission** to inspire a culture of learning that cultivates personal and professional **confidence**.

Our **Vision** is to be thought partners in achieving results by **investing in others**.



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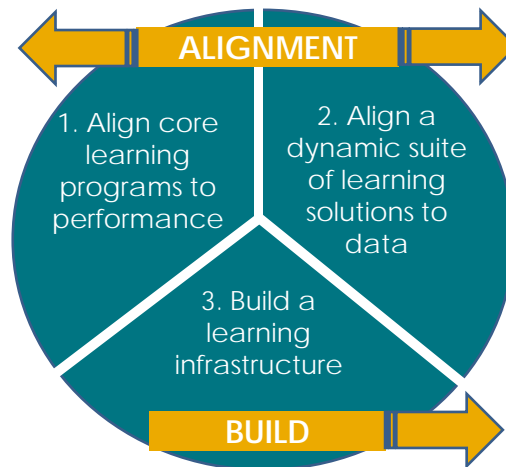
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KEY STRATEGIC OBJECTIVES

- Performance-based learning



- Supervisor Development
- Succession Planning
- Career Advancement
- Diversity, Equity & Inclusion

- Staffing
- Budget
- Branding



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DIVERSITY, EQUITY AND INCLUSIVITY



Council Policy Direction

- ✓ Strategic Priorities/Cross-Cutting Measures
- ✓ Resolution – Racism is a public health crisis
- ✓ Anti-racism Vision

Office of Sustainability (CMO) – Triple Bottom Line: Social Responsibility

Human Resources Department:

- ☐ Establish Training and Development
- ☐ Create Diversity Officer Position



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RECOMMENDATIONS

That the City Council:

1. Authorize a supplemental appropriation in the amount of \$115,000 in the General Fund, funded by a portion of an unanticipated refund from The Standard Insurance Company, for citywide training programs as outlined by the Human Resources' Learning and Development Division's Strategic Plan; and
2. Authorize the consolidation of existing, vacant positions to establish a new Diversity Officer position with the intent of recruiting the position no later than the first half of FY 2021/2022.



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