



OFFICE OF SUSTAINABILITY SOCIAL RESPONSIBILITY UPDATE

City Manager's Office

Inclusiveness, Community Engagement, and
Governmental Processes Committee Name
December 2, 2020

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RIVERSIDE 2025 STRATEGIC PLAN



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SUSTAINABILITY = TRIPLE BOTTOM LINE

Office of Sustainability shepherding collaborative efforts with city teams to identify policies, programs, and metrics to align strategic priority and sustainability goals in order to:

1. Facilitate the integration of these goals across the city organization; and
2. Nest the updating and development of department and division level action plans within the City Council's 2025 Strategic Plan and the City's forthcoming General Plan update.



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WHAT HAS BEEN DONE

1. June 30, 2020, City Council adopted a resolution declaring racism a public health crisis
2. October 20, 2020, City Council approved anti-racism vision
3. Formed interdepartmental team to discuss and take action on DEI related topics
4. Office of Sustainability and Human Resources Department collaborated on RFP to solicit consultant to provide services related to DEI
5. Human Resources Department will be implementing cultural sensitivity and implicit bias training for employees



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EFFORTS & OPPORTUNITIES

1. City Council approved 2025 Strategic Plan establishing priorities, goals, and five crosscutting themes including equity
2. Social Responsibility team worked with a team representing multiple departments including:
 1. Identify several strategic priority efforts and opportunities that align with sustainability efforts
 2. Develop a work plan in response to the resolution declaring racism a public health crisis



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BEST PRACTICES, TRAINING & COLLABORATION

1. Adoption of best practices is important for achieving results and advancing DEI efforts
2. Team has participated in trainings and webinars on the subject of DEI
3. City seeking membership in Government Alliance on Race & Equity (GARE) to gain access to members of the network and DEI related services and programs
4. Identifying community partners to collaborate with to advance DEI efforts



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WHAT IS NEXT TO DO

1. Upon retention of consultant for DEI services, the team will work to develop DEI Framework that will include strategies:
 - A. That lead to long-term efforts
 - B. Develop a DEI Strategic Plan
2. Social Responsibility efforts will support strategic goals approved by the City Council to achieve:
 - A. Equitable access and opportunities
 - B. Create a culture of inclusivity and diversity for the organization and community



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RECOMMENDATIONS

That the Inclusiveness, Community Engagement, and Governmental Processes Committee receive a report on the efforts of the Office of Sustainability and the Human Resources Department on diversity, equity, and inclusivity.



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