

# Dublin Community Task Force DEI Framework

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# Purpose of the Task Force

- On August 8, 2020, Dublin City Council passed Resolution 41-20, approving the formation of the Community Task Force.
- City Council directed the Task Force to identify solutions to defeat social injustice, bias, bigotry, and racism in the community and establish corresponding long-term goals.



# Task Force Meetings

- The Task Force has met 12 times at large and participated in over 20 subcommittee discussions throughout the past year.
- While the Task Force desired to be more actively engaged with the community in person, doing so has been difficult to impossible due to COVID-19 restrictions.



# DEI Framework Guide

- **Priority Areas:** The overarching thematic buckets that serve as areas of opportunities in the community.
- **Aspirational Goals:** Recommended general directives and goals related to each Priority Area.
- **Indicators of Success:** Specific recommended actions or outcomes that signal progress towards a given Aspiration Goal.



## Priority Area 1 | General Recommendations

- **Establish an Ongoing Diversity, Equity, and Inclusion Advisory Committee:** It is imperative to the successful implementation and elaboration of this framework that Dublin City Council establishes an ongoing Diversity, Equity, and Inclusion Advisory Committee.
- **Pass an Anti-Discrimination Ordinance:** It is important that Dublin City Council considers, crafts, and adopts a comprehensive anti-discrimination ordinance.



## Priority Area 2 | Public Engagement

- **Improve Communications and Outreach:** The City should work to continuously understand the communal diversity within Dublin, while promoting a welcoming environment by building relationships and trust.
- **Support Leadership Development:** The City must promote an understanding of Dublin government and the community at large by recruiting diversity into City leadership development and education efforts.
- **Facilitate Youth Engagement:** The City should treat the youth of Dublin as relevant stakeholders, engaging and including representatives as much as possible.
- **Ensure Reflective Government and City Practices:** City officials and staff's goals, values, and decisions should be informed by perspectives provided by diverse Dublin residents and communities.



## Priority Area 3 | City Practices

- **Diversify the Workforce:** The City must recruit, retain, and promote a demographically diverse staff.
- **Facilitate Education and Awareness:** It is important that the City enhance its understanding and awareness of diversity, equity, and inclusion.
- **Evaluate Business Practices:** The City establishes and maintains business practices that ensure fairness and equity for diverse vendors and contractors seeking to do business with the City.
- **Monitor Service Delivery:** It is imperative that the City understand its customers and ensure that services are designed and delivered in an equitable and inclusive manner.



## Priority Area 4 | Public Safety

- **Promoting Public Safety and a Sense of Security:** Dublin Police ensures public safety, a sense of security, and community while acknowledging and respecting the various cultures and perspectives of diverse residents.
- **Cultivating Community Engagement and Public Trust:** Dublin Police develops and executes a comprehensive community engagement strategy that effectively connects police with Dublin residents, businesses and community stakeholders.
- **Ensuring Transparency and Accountability:** Dublin Police effectively facilitates accountability by focusing reporting procedures on delivering transparency and information accessibility.
- **Diversifying Police Personnel:** Dublin Police takes active and explicit steps toward diversifying the demographics of the department.





## Priority Area 5 | Economic Empowerment

- **Increase Workforce Diversity:** The City prioritizes workforce and workplace diversity within the City of Dublin limits by creating, identifying, and supporting programs and businesses that result in increased diversity.
- **Reduce Racial Wealth Gap:** The City assesses whether there is a wealth gap within the City and whether there is a wealth gap in the broader region. The City's research will be used to determine which actions can be taken to improve access to resources, financial stability, and equitable treatment within the City and regionally.
- **Increase Diversity in Dublin Entrepreneurship:** The City modifies existing programs and creates new policies or programs to attract, train, and retain diverse entrepreneurs with long term supports that increase the likelihood of success at years 3 and 5 after startup.
- **Support Diversity Among Dublin Businesses:** The City embraces and widely celebrates a comprehensive and long-term commitment .



## Priority Area 6 | Housing

- **Conduct Housing Study:** The City commits to a clear and deep assessment of past and current housing realities in the City, regarding current residential demographics, housing and rental stocks, and documentation of specific housing practices, regulations, policies, and ordinances.
- **Create Affordable Housing:** The City develops a long term plan to significantly increase the number of affordable housing units in and near the City, increasing the socioeconomic diversity of residents.
- **Strengthen Residential Diversity:** The City deliberately and effectively increases the number of minority residents at all levels of affordability and wealth.
- **Celebrate Residential Diversity:** The City celebrates and strengthens the diversity that does exist among residents.
- **Integrate DEI Housing Priorities:** The City integrates housing related DEI priorities with the Dublin master plan.



## Priority Area 7 | Mobility and Transportation

- **Provide Affordable Transportation:** The City prioritizes increasing affordable and efficient modes of transportation for employees of businesses located in the broader Dublin area.
- **Expand the Dublin Connector:** The City commits to expanding and promoting the Dublin Connector program.
- **Facilitate DEI Transportation Programs:** The City develops and supports programs and strategies which use transportation to meet DEI goals and aspirations.



## Priority Area 8 | Community Building & Inclusion

- **Improve Dublin's Inclusivity:** The City must commit to improving the community's inclusivity by providing its residents opportunities to engage in DEI trainings, conversations, and awareness campaigns.
- **Promote Dublin's Diversity:** It is important that the City take active measures to acknowledge, appreciate, and uplift diversity within the community in a public setting, whenever possible.
- **Support the LGBTQ+ Community:** It is imperative to the future of the community that the City take active steps in improving its support of the LGBTQ+ community.



# Recommendation

- **Recommendation:** The Community Task Force and City of Dublin staff recommend that the Dublin City Council accept the Community Task Force DEI Framework and consider the implementation of its recommendations.



# Members of the Community Task Force



From left: **Deidra Wolf** (Executive Assistant to the City Manager), **Homer Rogers** (Assistant City Manager), **Rama Billakanty**, **Cheyenne Pyle** (Office of the City Manager Intern), **Dr. Bennyce Hamilton** (Dublin City Schools Director of Diversity, Equity, and Inclusion) **Erica Adams**, **Lt. Greg Lattanzi**, **Bridgette Mariea** (Vice Chair), **J.M. Rayburn** (City Planner and LGBTQ+ Liaison), **Nancy Sofowora**, **Kirby Dearth** (Office of the City Manager Management Analyst), **Isao Shoji**, **Vincent Wang**, **Will Knapke** and **Dana McDaniel** (City Manager). Not pictured: **Kofi Amponsah** (Chair), **Stephen White**, **Samhi Boppana**, **Jamil Robinson**, **Audrey Bannister**, **Katherine Crowder** (Office of the City Manager Intern).





**Thank you!**

