



**To:** Members of Dublin City Council  
**From:** Dana L. McDaniel, City Manager  
**Date:** October 14, 2021

**Re:** Community Task Force - Diversity, Equity, and Inclusion (DEI) Framework and Recommendations

## Background

On August 16, 2021, the Community Task Force established by Dublin City Council presented its recommendations to Council in the form of a Diversity, Equity, and Inclusion (DEI) Framework (the "Framework"). This Framework also contained certain recommendations from the Chief's Advisory Committee. At its recent retreat, City Council discussed the Framework and its recommendations. In summary Council determined to do the following at a work session and/or Council meeting, as necessary, reference the recommendations contained in the Framework:

1. Consider the creation of new resident group with a name to be determined. If pursued, creation of such a committee would include the name of the committee, its charge/responsibilities, composition, duration, and reporting schedule to Council.
2. Consider a Non-Discrimination Ordinance.
3. Review of an overarching "DEI FRAMEWORK" to guide future discussions and the work of the Group. Staff will prepare a one-page document that outlines the high-level "DEI Framework" with graphic to aid Council in their discussions at the work session and moving forward. (See attached)
4. Consider adoption of this high level "DEI FRAMEWORK".
5. Consider the ongoing need for the Friendship Committee and Japanese Committee relative to the above considerations. This will be subsequent to the discussion and direction on items 1-4 above.

## Recommendation

For information only.

# 1

## GENERAL RECOMMENDATIONS

- Establish an ongoing diversity, equity and inclusion advisory committee
- Pass an anti-discrimination ordinance

# 5

## ECONOMIC EMPOWERMENT

- Increase workforce diversity
- Reduce racial wealth gap
- Support diversity among Dublin businesses

# 2

## PUBLIC ENGAGEMENT

- Improve communications and outreach
- Support leadership development
- Facilitate youth engagement
- Insure reflective government and city practices

# 6

## HOUSING

- Conduct housing study
- Create affordable housing
- Strengthen residential diversity
- Celebrate residential diversity
- Integrate DEI housing priorities

# 3

## CITY PRACTICES

- Diversify the workforce
- Facilitate education and awareness
- Evaluate business practices
- Monitor service delivery

# 7

## MOBILITY & TRANSPORTATION

- Provide affordable transportation
- Expand the Dublin Connector
- Facilitate DEI transportation programs

# 4

## PUBLIC SAFETY

- Promoting public safety and a sense of security
- Cultivating community engagement and public trust
- Ensuring transparency and accountability
- Diversifying police personnel

# 8

## COMMUNITY BUILDING & INCLUSION

- Improve Dublin's inclusivity
- Promote Dublin's diversity
- Support the LGBTQ+ community

