




Independence Diversity & Inclusion



Taskforce Updates & Way Forward



Thad McCullough
Helen Hurley
Merideth Parrish

Diversity & Inclusion (D&I)

Overview, Purpose & Activities to Date

- D&I Taskforce organized by Mayor Weir in October 2019 to address historic lack of diversity raised by concerned citizens and to strategically integrate D&I into current-day city/community operations and activities
- Goals and Activities of the D&I Taskforce:
 - a. Form a group of stakeholders to review and provide recommendations to the 1987 Memorandum of Understanding
 - b. Review and update the existing Boards and Commissions application
 - c. Provide feedback to City Council regarding MOU related to diversity and inclusion efforts past and present
 - d. Broadly define diversity and inclusion and steps for moving forward

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Collaborative Partnership with Independence Police Department

- IPD leadership holds standing seat on the D&I Taskforce
- Fielded transparent conversations around citizen concerns, relations and experiences involving local law enforcement
- Addressed IPD data, policy review, information sharing and transparency raised in Memorandum of Understanding
- Preventatively evaluating and addressing IPD protocols in light of current regional/national events (Police reform, restraint protocols, 8 Can't Wait, etc)
- Much progress, yet work still to be done

Diversity & Inclusion (D&I)

Next Steps: Council-Supported RFQ Process (1)

Proposal for Facilitated Listening & Visioning Work Session: *Diversity & Inclusion and Human Relations Commission*

- Taskforce work complete; Next steps require clear structure before function
 - a. Ensure members of D&I Taskforce and Human Relations Commissions have voice into operational structure, goals and future activities of City's diversity and inclusion work
 - b. Determine the best 'place' in which future diversity and inclusion work should be housed allowing for broad range of work and activities

Diversity & Inclusion (D&I)

Next Steps: Council-Supported RFQ Process (2)

Recommendation: Facilitated Listening and Visioning Work Session with members of Human Relations Commission and D&I Taskforce to set clear goals, expectations, operational structure and way forward for continuing city's diversity and inclusion work

Next Steps Requiring City Council Support:

1. Draft, review and publish Request for Qualification (RFQ) to solicit proposals from qualified facilitators in D&I visioning work (goal: September 8 City Council meeting)
2. Approve and fund budget line item to award and secure session Facilitator (estimated \$500/hour; total 4 hour session)
3. Participate in facilitated listening and visioning work session as desired
4. Review/approve final D&I facilitated group recommendation for operational structure and placement of D&I work - may include formal council voting action