

EQUITY STEERING COMMITTEE**AGENDA**Zoom Video Conference (www.milwaukieoregon.gov)

September 26, 2024

The committee will hold this meeting in-person and through video conference. The public may participate in this meeting by coming to the Milwaukie City Hall Community Room or joining the Zoom webinar. **To participate in this meeting by phone** dial 1-253-215-8782 and enter Webinar ID 867 1222 8372 and Passcode: 919717. To raise hand by phone dial *9. **Written comments** may be submitted by email to ocr@milwaukieoregon.gov. **For Zoom webinar login information** visit <https://www.milwaukieoregon.gov/bc-esc/equity-steering-committee-26>

Note: agenda item times are estimates and are subject to change.

1. Introductions & business items (6:00 p.m.)

Staff: Gabriela Santoyo Gutierrez, Equity and Inclusion Coordinator, and Emma Sagor, Acting City Manager

- (b) Group Check-in
- (c) Agenda review

2. Recap the three tracks of the city's equity plan: (6:15 p.m.)

Staff: Gabriela Santoyo Gutierrez,

- (a) Track 1: Actions led by the Equity and Inclusion Coordinator as core functions of the city's equity program.
- (b) Track 2: Discussions undertaken by the **Equity Steering Committee**, with support from the Equity and Inclusion Coordinator as their staff liaison.
- (c) Track 3: Major city initiatives with an equity nexus that the city's Equity and Inclusion Coordinator will advise on.

3. Committee priorities Recap: Review Calendar (6:25 p.m.)

Staff: Gabriela Santoyo Gutierrez and Emma Sagor

- (a) Overall committee reflections and 2023 retreat take-aways
 - I. Desire for clear priorities and deliverables
 - II. Desire to meaningfully advance work, not be a checkbox
 - III. Desire to have items come full circle – how was input used
- (b) Accomplished this past year:
 - I. Communications and Storytelling: Telling Milwaukie's Equity Story
 - II. Communications and Storytelling: Improving the City's annual events program
 - III. Communications and Storytelling: Measuring Success and Building
 - a. MCEF
 - b. Equity Metrics with Council and ESC
 - c. Top 5 outcomes from Community Vision to start with
- (c) Priorities set at last retreat:
 - I. **Communication and storytelling** – Highlighting Milwaukie's full history and demystifying government

- II. **Engagement pathways** – Creating pipelines to opportunities within the city, particularly for youth
- III. **Recruitment, hiring and retention** – Improving diversity and inclusion in employment
- IV. **Naming of spaces and places** – Developing policy standards that celebrate diverse heritage and foster inclusion
- V. **Equitable procurement:** Investing in systems and analyses that ensure contract dollars are being invested equitably
- VI. **Accessibility** – Improving language access, disability access, age inclusiveness

(d) What's are some additional priorities we haven't considered or that have arisen in the year since we last identified these priorities?

4.Updating calendar for next 12 months (7:30 p.m.)

- I. How would we prioritize the priorities?
- II. How do we want to adopt this and gain feedback from those not in the room?

4. Wrap-up & next Steps (7:50 p.m.)

Staff: Gabriela Santoyo Gutierrez

- (a) Retreat
- (b) October: Equity performance measures

5. Adjourn (8:00 p.m.)

Staff: Gabriela Santoyo Gutierrez

Meeting Accessibility Services and Americans with Disabilities Act (ADA) Notice

The city is committed to providing equal access to public meetings. To request listening and mobility assistance services contact the Office of the City Recorder at least 48 hours before the meeting by email at ocr@milwaukieoregon.gov or phone at 503-786-7502. To request Spanish language translation services email espanol@milwaukieoregon.gov at least 48 hours before the meeting. Staff will do their best to respond in a timely manner and to accommodate requests.

Servicios de Accesibilidad para Reuniones y Aviso de la Ley de Estadounidenses con Discapacidades (ADA)

La ciudad se compromete a proporcionar igualdad de acceso para reuniones públicas. Para solicitar servicios de asistencia auditiva y de movilidad, favor de comunicarse a la Oficina del Registro de la Ciudad con un mínimo de 48 horas antes de la reunión por correo electrónico a ocr@milwaukieoregon.gov o llame al 503-786-7502. Para solicitar servicios de traducción al español, envíe un correo electrónico a espanol@milwaukieoregon.gov al menos 48 horas antes de la reunión. El personal hará todo lo posible para responder de manera oportuna y atender las solicitudes.