



SHAKER HEIGHTS

**City Council Agenda
Via Zoom Due to COVID-19
Public Health Emergency
Tuesday, September 22, 2020 at 12:00 pm**

For the safety of staff and residents, in-person attendance is not permitted. Join the Zoom meeting as a viewer or listener from a PC, Mac, iPad, iPhone or Android device at <https://zoom.us/j/98575989849?pwd=dTBVM1ITZWpaeU9tT1NVZ0Y5V3FNQT09>, Password: 33553400; Description: Council Work Session; or join by phone at 833-548-0282 (toll free); Webinar ID: 985 7598 9849; Password: 33553400. International numbers available at <https://zoom.us/u/ahwKbeuA>. The audio of the meeting will be available the following day on the City's [website](#).

WORK SESSION

1. Diversity, Equity and Inclusion Update.
-Mayor David E. Weiss

Documents:

[SHAKER HTS DEI FRAMEWORK V 6 2020-09-19.PDF](#)

EXECUTIVE SESSION

To discuss the purchase, sale or the development of real property where the premature disclosure of information would give an unfair competitive or bargaining advantage to a person or otherwise adversely affect the general public interest.

To request an accommodation for a person with a disability, call the City's ADA Coordinator at 216-491-1440, or Ohio Relay Service at 711 for TTY users.

Shaker Heights DEI Framework

version 6 - 2020-09-19

	<u>A. City Engagement</u>	<u>B. Community Engagement</u>	<u>C. Initiatives</u>
<u>Phase I - "Build Equity Muscle"</u>			
I. <u>Equity Muscle"</u>			
	1 Education / Scope	1 <u>Engagement Beginnings</u>	1 Discuss/ Investigation/ Internal Review/ Research
	1a. Common understanding /language/ define work	1a. Cont'd Engagement w/ Community Organizations	2 Policing
	1b. Develop Core Values as Foundation	1b. Identify Community Training / Learning / Input Opportunities	a. Action: Internal review of proposals/ CALEA standards/ etc
	1c. Establish Vision/ Mission/Goals for DEI Work	1c. Define Engagement w/ Schools & Library	3 Mental Health Response Team /CIT
	1d. Scope of Elected Officials / Staff Engagement	1d. Engage Diverse/ Broad Base of Community	a. Action: Community feedback/ input
	a. Action:Retreat I	a. Action: Community Conversations	4 Explore Other Areas (procurement, employment, housing, etc.)
	b. Action: Retreat II	b. Action: Create page on City Website for DEI resources, etc.	
	c. Action: Erica Meritt to facilitate	2 Discuss formation of Equity Advisory Council or other community feedback opportunity	
	2 Explore Workshops / Training for Staff & Elected Officials	2a. Explore Vision/Purpose	
	3 Consider undertaking Assessment of current practices	2b. Discuss formation/ feedback mechanisms	

A. City Engagement

B. Community Engagement

C. Initiatives

Phase II - "Build & Flex Equity

II. Muscle"

1	Identify Internal Partners (Staff/ Council/ etc.)	1	Equity Advisory Council/ Feedback Opportunity (cont'd)	1	Identify Internal and external resources/ experts
2	Identify Quick Wins/ Heavy Lifts	1a.	Goals / Challenges	2	Consider Role of City Committees
3	Identify Internal Teams for Initiatives	1b.	Duties/ Responsibilities	3	Initiatives Development (cont'd)
4	Confirm Role of City Committees	1c.	Role with Other City Committees/ Other Community Organizations		
5	Decide on Assessment	2	Engage Community		
		2a.	Community Conversations		
		2b.	Social Media Engagement		
		2c.	Explore Community Book Read/ Trainings/ etc.		

Phase III - "Build & Flex Equity Muscle"

III. (Cont'd)

1	Track Quick Wins	1	Cont'd Community Engagement	1	Identify next areas of focus (procurement, employment, housing, etc.)
2	Develop Timelines/ Metrics/ Review process for Heavy Lifts	2	Equity Advisory Council/ Feedback Opportunity (cont'd)		
		2a.	Input to Dept Reviews		
		2b.	Provide input for work for Heavy Lifts		
		2c.	Voice for Community Concerns		