

# Citywide Practices: Equity Project Update

City Leadership Team  
August 21, 2024



# Purpose and Scope

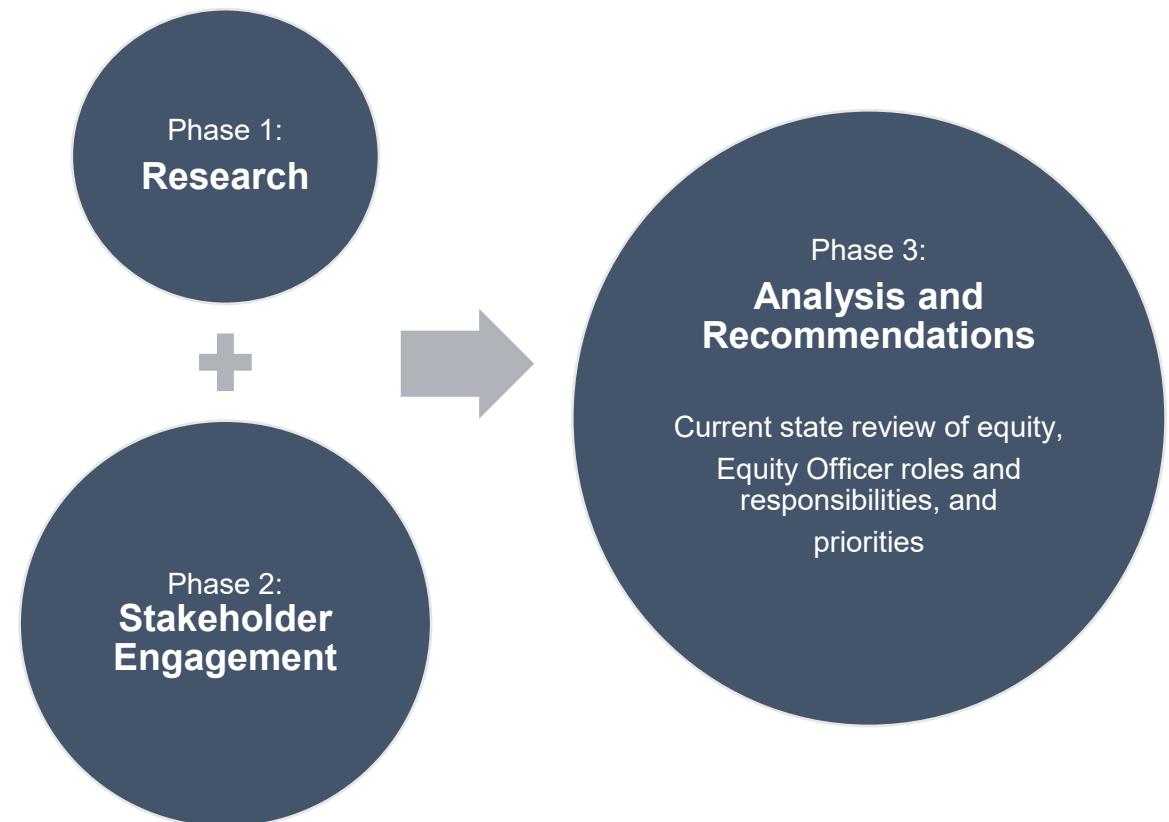
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## Purpose:

The project will prepare leadership and the organization for the new Equity Officer.

The project will provide analysis and recommendations on the hiring of the officer and priorities for the position and equity practice.

## Scope:



# Update on Progress

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## Completed:

- ✓ Work plan approved (mid-July)
- ✓ Stakeholder engagement plan finalized (August 19<sup>th</sup>)

## Launched and In Process:

- Convened, working with and building trust with core group of equity SME to advise project - (on-going)
- Research of best practices and environmental scan (through end of September)
- Equity Officer online survey distributed (August 29<sup>th</sup> to September 30<sup>th</sup>)

## Starting September:

- Current state review of equity at City through research and engagement with internal City stakeholders (through end of October)

# Key theme and Requests

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To support the Equity Officer in being successful, provide a clear definition of their scope of work, authority, and critical relationships. We should ensure the officer has the resources necessary to advance the organization's equitable priorities and outcomes.

## Requests:

- Hiring managers commit to an open, equitable recruitment process for all vacant Citywide Practices officer positions.
- Provide spaces and opportunities for equity practitioners to share with and hear from City Leadership Team throughout this process.

# Next Steps

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- August 29<sup>th</sup> - Equity Officer online survey goes out
- Mid-October – Project team will bring recommendations for Equity Officer roles, responsibilities, and levels of authority to the City Leadership Team