

Outcomes: The conditions of well-being we want for our community. Outcomes are stated in plain language and are not about a program or data.	Indicators: How we measure the conditions of well-being for the community. Indicators refer to whole populations, not programs.	Strategies: What works to improve the conditions of well-being (actions)? These may be a policy change, partnership, program, initiative etc.	Accountability: Who is involved in the actions? Who is responsible for completion?	Timeline: When strategies and actions will be complete. When we hope to see changes.	Performance Measures: How we measure how well a program or service is working. The 3 questions we ask about program or service are: 1. How much did we do? 2. How well did we do it? 3. Is anyone better off?	Progress Report: Quarterly check-in on actions and outcomes.
An economy that works for all neighbors.	Racial disparity in employment rates in GNV Racial disparities of income and wealth in GNV	Create and implement use of a budget equity tool to ensure our budget dollars are spent equitably.	Office of Equity and Inclusion, Office of Budget and Finance and City Manager's Office.	9/30/2021	1) Budget tool ready for use by FY 2022 2) % of city dollars used for contracting, consulting and procurement, proportionate to the racial demographics of the city.	
	# of women and minority owned businesses in the city. Average time that women and minority owned businesses have been operating	Community Engagement with minority and women-owned businesses to identify barriers to conducting business with COG.	Office of Equity and Inclusion, GG and GRU Procurement, City Manager's Office	9/30/2021	% of contracting, consulting and procurement dollars spent with women and minority owned businesses	
		Improve COA database to indicate whether vendor or subcontractor is	Office of Equity and Inclusion, GG and GRU Procurement, City Manager's Office	9/30/2021	Increased # of minority owned businesses in database. Increased # of minority owned businesses used for contracting/subcontracting	

		a minority business				
		Conduct a disparity study to determine if we have a legal basis to determine if we can create race and gender based programs.	Office of Equity and Inclusion, outside consultant	12/31/2021	Disparity study completed on time. Increased knowledge of legal basis for gender and race based programs.	
	% of employees by racial groups throughout all levels of the organization relative to the % of city population by racial groups	1) Evaluate recruitment efforts and develop city-wide recruitment plans. 2) Hiring manager training to remove biases from the interview, hiring and promotion processes. 3) Create retention strategies.	Office of Equity and Inclusion, Human Resources, City Manager's Office and GRU Office of Inclusion	12/31/2021	1) Baseline department data disaggregated by race and position. % of departments implementing new recruitment plans 2) % of hiring managers completed anti-bias training. 3) % of departments implementing new retention strategies.	
		1) Identify high priority policies (hiring, promotion and discipline). 2) Review policies and recommend changes.	Office of Equity and Inclusion, Human Resources, GRU Office of Inclusion, Policy Review Team.	12/31/2021	# of identified policies that have been successfully updated.	

	<p>% of youth in Gainesville that are employed or enrolled in post-secondary education following high school</p> <p>% of youth that graduate from high school on time</p>	<p>1) Review models of youth programs in other cities.</p> <p>2) Review positions that could fit into a youth program.</p> <p>3) Look at ways to create a program with those positions.</p>	<p>Office of Equity and Inclusion, Human Resources, GRU Office of Inclusion, PRCA, City Manager's Office.</p>	<p>12/31/2021</p>	<p>Proposal, funding and resources for youth program are approved on time.</p>	
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A fair and representative City Government.	<p># of neighbors that are informed and engaged in influencing/deciding outcomes for the issues that impact them most.</p> <p>% of neighbors by race that are informed and engaged in influencing/deciding outcomes for the issues that impact them most.</p>	Implement citywide use of Engagement Toolkit	Office of Equity and Inclusion, City Manager's Office, Communications		<p>% of departments trained on the Engagement Toolkit</p> <p>% of city policy decisions that are in alignment with the expressed positions of neighbors that will be most impacted</p>	

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		Re-establish relationship with the Friendship Seven by reaching out to each individual institution to see where they are in their equity efforts to help build a collaborative, community wide effort on equity goals. Additionally, reach out to community groups and community members to build partnerships to	Mayor Poe make initial contact with Friendship Seven to re-establish connections and get points of contact. Office of Equity and Inclusion to continue building relationship, establishing framework, setting meetings	3/1/2021	Task Force established and first meeting conducted on time	

		collaborate with on equity efforts.				
		Re-establish the Citizen's Diversity and Inclusion Advisory Committee, to reflect new duties and responsibilities that work towards racial equity in our community.	Office of Equity and Inclusion	3/1/2021	New board established, with new mission, vision and goals and advertised.	