

**CITY OF GAINESVILLE
OFFICE OF EQUAL OPPORTUNITY
STRATEGIC PLAN SUMMARY
2009-2014**

Our Vision

Committed to leading the way as a resource by making a difference for all citizens, employees and visitors in the City of Gainesville.

Our Mission

To ensure equal opportunity/equal access to employment, housing, public accommodations and credit within the Gainesville city limits without regard to individuals' gender, race, religion, national origin, marital status, sexual orientation, color, age, disability or gender identity; and to work to ensure the city's workforce is diverse and well trained.

Goal

CONTINUE TO MAKE PROGRESS IN EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Strategic & Tactical Objectives

I. Proficiently Enforce and Resolve Cases

- a. Diversify complaint acceptance locations.
- b. Modify external complaint process for early settlement of complaints.
- c. Regularly monitor performance measures.
- d. Implement case management system.

II. Utilize Proactive Measures to Prevent Discrimination

- a. Conduct internal harassment and discrimination training biennially.
- b. Conduct external harassment and discrimination training annually.
- c. Conduct annual manager training to address issues of hiring and discrimination.
- d. Conduct specifically requested (or suggested) departmental training.
- e. Conduct annual housing discrimination training.
- f. Establish and regularly modify EO FAQ 's.

III. Enhance Equal Opportunity Programs

- a. Regularly monitor affirmative action goals, and provide assistance and feedback to hiring managers for maximum effort at diversifying workforce.
- b. Regularly monitor departmental spending for compliance with SBE/SBPP programs, especially for women and minority-owned business, and provide assistance and feedback to purchasing managers.

IV. Foster Significant Community Relations

- a. Coordinate and sponsor programming that addresses needs and interests of various segments of the community.
- b. Attain membership status in community organizations.
- c. Regularly attend monthly meetings of community organizations.
- d. Regularly attend and exhibit at community-wide events.

V. Strengthen Diversity Initiatives

- a. Biennial Diversity Awareness Training (Internally)
- b. Lead community discussions about race and culture through Dismantling Racism Initiative
- c. Implement programming for youth diversity issues
- d. Communicate diversity facts and programming via website

VI. Establish Effective Communications

- a. Enhance website presence
- b. Enhance social media presence
- c. Regularly disseminate EO public service announcements
- d. Establish EO Mailing list
- e. Establish rapport with media sources

VII. Provide Competent Research

- a. Maintain competent data and monitor trends on discrimination in the city of Gainesville, the State of Florida and the United States.
- b. Regularly inform the public of discrimination statistics and trends.
- c. Regularly inform the public of the status of Gainesville's youth, minorities, and underprivileged.

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