



# **City of Gainesville**

## **Office of Equity & Inclusion**

### **Strategic Plan**

**Fiscal Year 2021**

## Background

During the summer of 2020, the Gainesville City Commission, Charter Officers and respective Leadership Teams worked together to create a new vision and mission for the City of Gainesville. Subsequently, the Equity and Inclusion Director sought to ensure that her Charter Office's work was tied into that newly defined direction. With an expanded team and newly titled office, the timing was ideal to for the Office of Equity and Inclusion to solidify their path forward and identify the important work to be done by their team.

## Identifying Strengths, Opportunities, Aspirations and Results

To prepare for the Equity & Inclusion strategic planning sessions, each team member was asked to consider the group's strengths, opportunities, aspirations and results. This activity served as a resource to help the group hone in on things they are already doing well, acknowledge areas to enhance, anticipate the needs of the Community Builders and Neighbors they serve, and commit to the results they hope to achieve.

## City of Gainesville Vision

Gainesville 2035 balances an **equitable community for all** and a **sustainable community for the future**. Gainesville 2035 is a **world-class, life-long learning community**, is a **great place for neighbors to live and thrive** and provides **meaningful experiences for everyone**.

Gainesville 2035 has a **vibrant downtown**, a **strong, resilient economy** and **mobility for all neighbors**.

## City of Gainesville Mission

Gainesville's mission is to **build community** by providing **services responsive to neighbors and our community** in a **financially responsible** and **neighbor-focused manner** in **partnership with our neighbors** while **engaging neighbors and community builders**.

## Defining the Office of Equity & Inclusion's Direction

The Vision and Mission crafted by the Equity & Inclusion Team reflects their desired future aspirations and the key aspects of their daily work and serves to support the City of Gainesville in its vision and mission.



## Office of Equity & Inclusion Vision

The Office of Equity and Inclusion aspires to help create and sustain a city-wide culture that understands that diversity, equity, and inclusion are essential to the City's mission and strategic direction.

We will serve as a change agent to shape the City of Gainesville's future to one where all Community Builders and Neighbors can fully realize their potential.

## Office of Equity & Inclusion Mission

Our office provides expertise, tools, data and programming to promote diversity, equity and inclusion.

We drive cultural transformation through education, policy development and guidance, the celebration of diversity, and fair and objective responses to complaints and concerns.

## Office of Equity & Inclusion Core Values

Each member of our team approaches our work with the heart of a public servant. We are dedicated to fostering an environment of transparency, equity, integrity, and accountability.

## Goals



Increase education and awareness of diversity, equity and inclusion



Enhance policy development using an equity lens



Expand outreach to include more small, minority and women business owners



Provide timely, fair and objective responses to complaints and concerns

## Office of Equity and Inclusion FY2021 Work Plan

ACTIVITY	STRATEGIC GOAL	TARGET COMPLETION DATE	RESPONSIBLE
Compliance Investigations	Close all cases opened prior to FY 2020.	March 30, 2021	Compliance Investigators
Racial Equity Policy and Plan (discussed with Lyle)	City Commission adopts a policy on the creation of departmental Racial Equity Action Plans.	End of FY21 completely rolled out	Equity Specialists
Workforce Equity	% of employees by racial groups throughout all levels of the organization are relative to the % of city population by racial groups.	Ongoing	OEI Director, Equity Specialists, Human Resources, various workgroups
Training New employee orientation Annual diversity (online)	Educate majority of new hires on EO policies and services. Quarterly internal targeted training.	Ongoing	Compliance Investigators
Internal/External Outreach Organization Wide / City Wide	Education and advertising of new protected characteristics to external stakeholders. Update and disseminate OEI posters to employers within the city limits.	ongoing	Compliance Investigators
Racial Equity Toolkit	Equity Toolkit is in use across City departments, charters and elected officials.	09/30/2021	Equity Specialists
Strategic Partnership with Friendship 7 (City, County, UF, SBAC, Chamber, SFC, UFHealth)	Partnership designed at working towards racial equity within the community at large.	In process (ongoing)	OEI Director



Re-creating Citizens' Diversity & Inclusion Advisory Committee	Community facing committee designed at reducing racial disparities.	In process 03/31/2021	OEI Director
Creation of Budget Equity Tool	<ol style="list-style-type: none"> <li>1) Budget Equity Tool ready for use by FY22</li> <li>2) % of city dollars used for contracting, consulting and procurement, proportionate to the racial demographics of the city.</li> </ol>	09/30/2021	OEI Director, Equity Specialists, while working with Procurement and Charter Officers.
Disparity Study	Increased knowledge of legal basis for race and gender based programs.	12/31/2021 (projected)	Selected Vendor (oversight by OEI)
Identify Existing Minority & Women Owned Businesses for Procurement	Increase number of minority and women owned businesses that are registered with the City.	Disparity Study will help inform (ongoing)	Small Business Program Coordinator
Intercultural Competency/Sensitivity Training	Training is designed to address cultural sensitivity and competency within the City.	12/31/2021	OEI Director
MWBE		On the horizon, disparity study will help inform	

