Update on the Inclusion Council

City Council Meeting
January 7, 2014
Who are we?

- Formed in 2001
  - Response to Council's stated desire to sustain our efforts to make Santa Rosa a more inclusive community.

- Staff and community members work together
  - Develop and implement projects, policies and programs focused on diversity and inclusion.
What is our goal?

Facilitate culture shift so that our organization further...

- Embodies existing and emerging knowledge, behaviors, and best practices
- Supports and enhances diversity and inclusion in our workplace and community
What have we done?

• Best practices study (local firms)
• Diversity events (Flags, brown bag lunches)
• Community events (Race Equality, Juneteenth)
• Building an Inclusive Workplace (BIWP) training program development
• Employee survey (diversity and inclusion)
• Support for Council efforts to diversify Boards and Commissions
• Online resources
• Proclamations
• DINE events for employees
• And more!
Current Projects

- Development and implementation of informational signage templates in Spanish
- Quarterly upload of resources to webpage
- Upcoming Proclamations
- Ongoing support of efforts to diversify Boards and Commissions
- Ongoing BIWP Training Program
Over half of employees to date (2008 – present)

Consistently high evaluation ratings - majority of participants agree with all key indicators.

Results of evaluations (using new form)

– 351 evaluations
– Aug 2011 thru Dec 2013
Overall Ratings (2011-2013)

Would recommend the class.

Good use of my time.

Exercises enhanced learning.

Presentation held my interest.

Information applicable to my job.

- Agree
- Neutral
- Disagree
Ratings over time

Would recommend the class.

Good use of my time.

Exercises enhanced learning.

Presentation held my interest.

Information applicable to my job.

- Neutral
- Somewhat agree
- Strongly agree

2013

2012

2011
ANY QUESTIONS