



City of
Santa Rosa

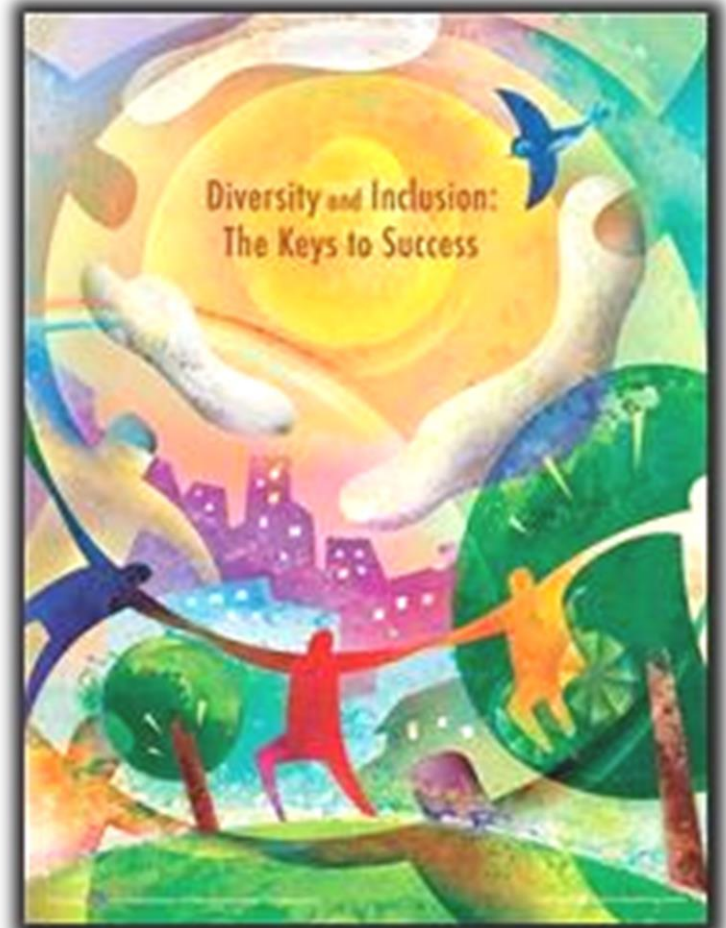
Update on the Inclusion Council



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)

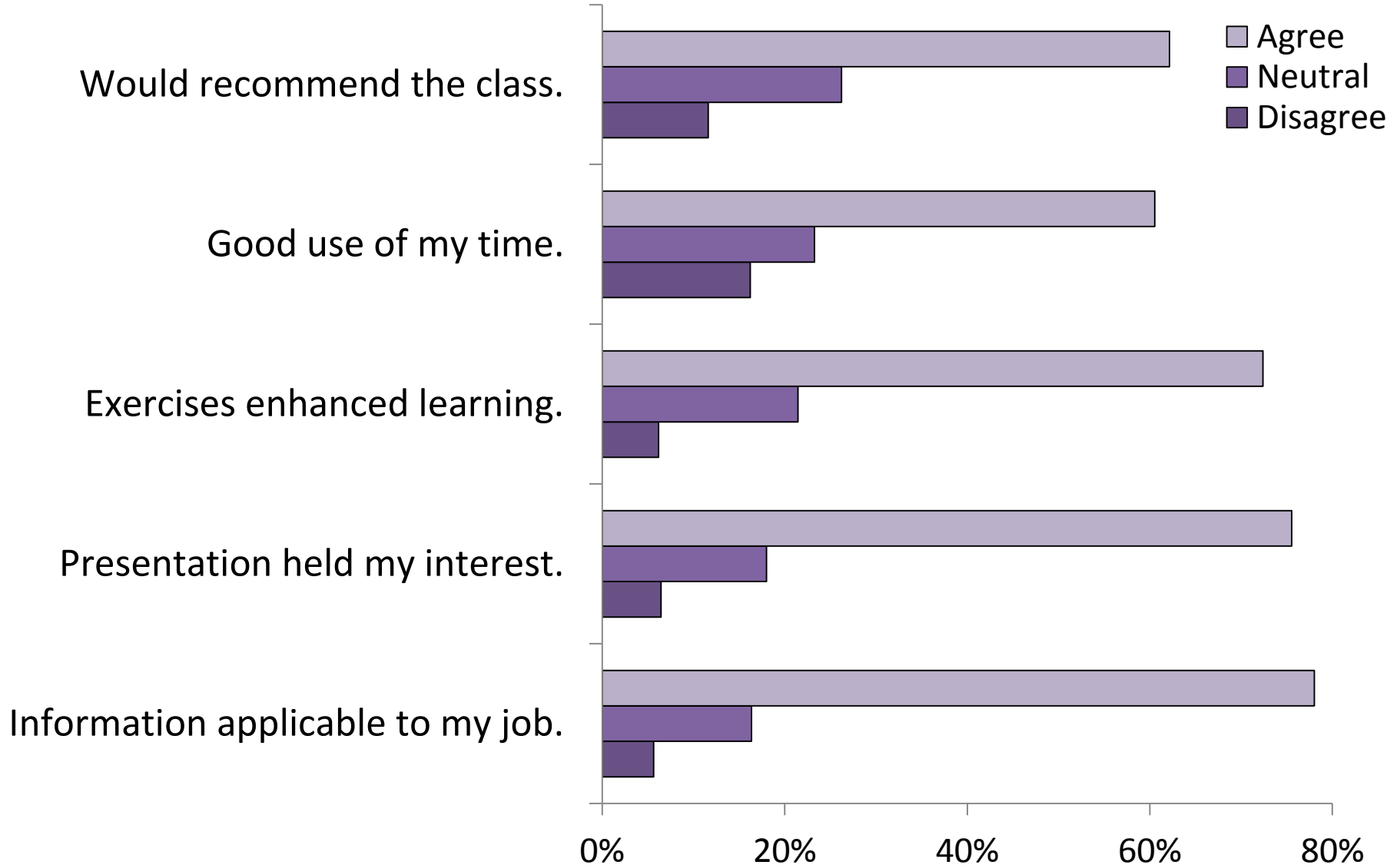
Consistently high evaluation
ratings - majority of
participants agree with all
key indicators.

Results of evaluations
(using new form)

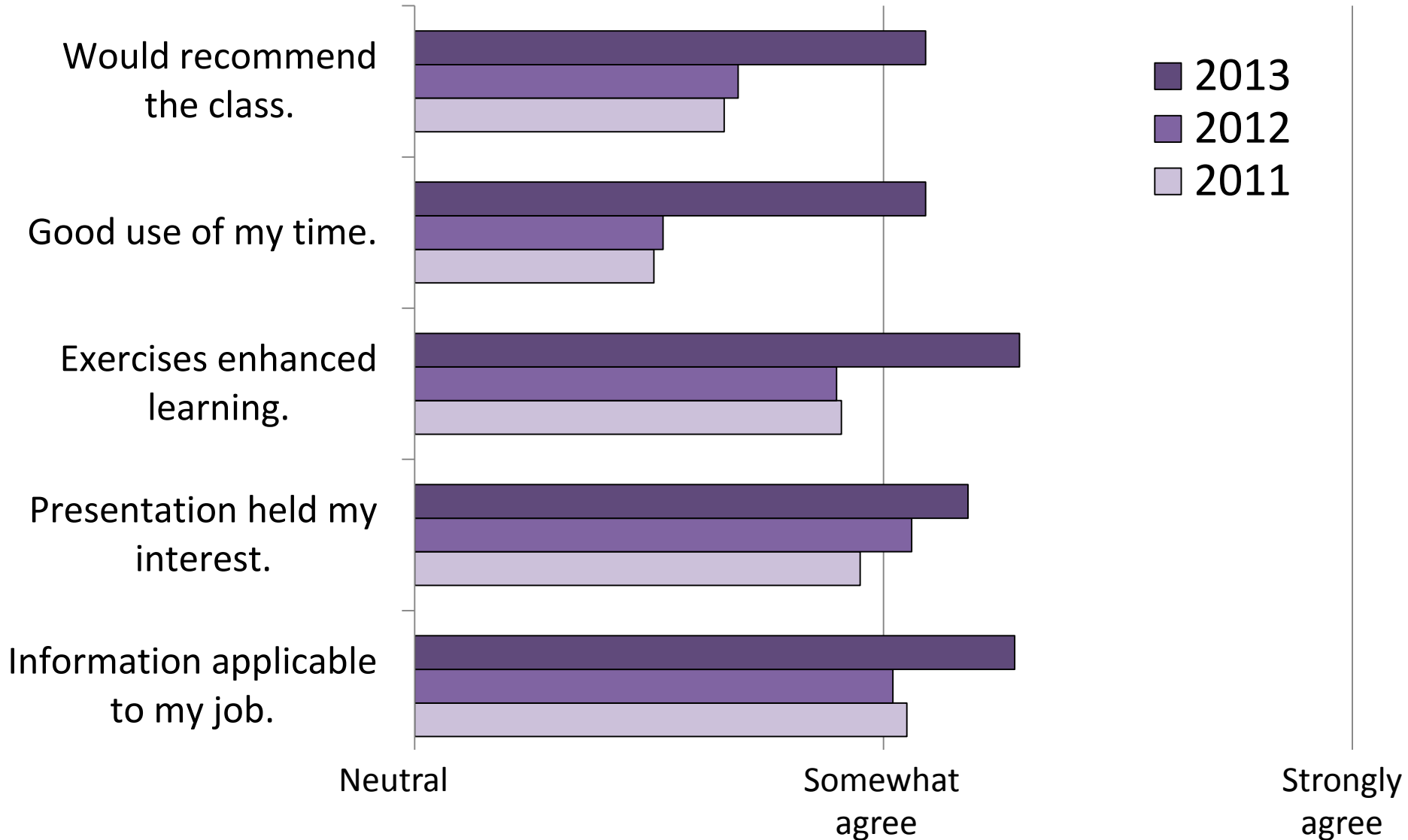
- 351 evaluations
- Aug 2011 thru Dec 2013



Overall Ratings (2011-2013)



Ratings over time



ANY QUESTIONS

