

# Work Plan 2024-2025

## Diversity Coalition Committee

### DCC Overview

The Diversity Coalition Committee (DCC) is excited to present a collective work plan for fiscal year 2024-2025 that focuses on fostering inclusivity, engagement, and education within our community. This comprehensive plan outlines strategic objectives designed to enhance our outreach efforts, strengthen collaboration with other diversity groups, and increase awareness of diversity-related issues. Key initiatives will include hosting a Speaker Series featuring influential voices in the realm of diversity, conducting training workshops to equip our members with essential knowledge and skills, and organizing community listening sessions to gather valuable feedback. By actively engaging with citizens through various communication channels, the DCC aims to create a more inclusive environment where all voices are heard and valued. This collective effort will not only promote cultural understanding but also empower our members to be effective resources in the community, paving the way for meaningful change and connection throughout the year.

The key proposed changes are highlighted in the attached outline. Notably, the abbreviated mission statement has been refined, and adjustments have been made to the goals. The former goal of "Education" has been revised to "Educate and Celebrate," emphasizing both learning and recognition. The goal of "Facilitate" has been updated to "Outreach to Underserved and Underrepresented Communities," focusing on outreach and inclusion. Lastly, "Continuous Improvement" has been redefined as to "Advise Council and Staff on Opportunities for Continuous Improvement," aligning the goal with actionable advisory roles.

The proposed goals of the DCC are focused on three specific areas: Educate and Celebrate, Outreach to Underserved and Underrepresented Communities, and Advise City Council and Staff on Opportunities for Continuous Improvement.

1. Advise City Council and Staff on Opportunities for Continuous Improvement
2. Outreach to Underserved and Underrepresented Communities
3. Educate and Celebrate

2024- 2025 Work Plan

| Strategic Plan Goal                                                        | Strategic Plan Objective/ Action                                                                                            | Activity Description                                                                                                      | Assigned to:                                                                                      | Expected Completion Date | Status of Progress |
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| 1 ADVISE CITY COUNCIL AND STAFF ON OPPORTUNITIES FOR CONTINOUS IMPROVEMENT |                                                                                                                             |                                                                                                                           |                                                                                                   |                          |                    |
| Advise City Council and Staff on Opportunities for Continuous Improvement  | Enhance Community Relations and increase public awareness.<br><br>Action Item : Host an annual Police Department Open House | Coordinate an Open House at SHPD to welcome and educate the public about general police operations.                       | Advise City Council and Staff on Opportunities for Continuous Improvement Sub - Committee & Staff | Annually                 |                    |
| Advise City Council and Staff on Opportunities for Continuous Improvement  | Foster inclusivity and cultural understanding.<br><br>Action Item : Plan DCC Specific Special Events                        | 1. Host events that help promote DEI efforts, such as the Diversity Breakfast, Cultural Festival and/or Juneteenth event. | Advise City Council and Staff on Opportunities for Continuous Improvement Sub -                   |                          |                    |

| Strategic Plan Goal                                                       | Strategic Plan Objective/Action                                                                                             | Activity Description                                                                                                                                                                                                                                                                                                                     | Assigned to:                                                                    | Expected Completion Date | Status of Progress |
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|                                                                           |                                                                                                                             | <div><div>2. Host an event, such as a mixer, that focuses on attracting business interest.</div><div>3. Identify existing opportunities for the DCC to host a booth at Parks, Recreation, and Library Services Department events.</div><div>4. Facilitate a college fair.</div><div>5. Develop a Disability Awareness Event.</div></div> | Committee & Staff                                                               |                          |                    |
| Advise City Council and Staff on Opportunities for Continuous Improvement | <div>Encourage excellence and foster a culture of appreciation:</div> <div>Action Item : Develop recognition programs</div> | <div><div>1. Establish a program identifying businesses and individuals that are promoting diversity.</div><div>2. Establish criteria for a “Diversity Champion”</div></div>                                                                                                                                                             | Advise City Council and Staff on Opportunities for Continuous Improvement Sub - |                          |                    |

| Strategic Plan Goal                                                       | Strategic Plan Objective/ Action                                                                                                                                                                     | Activity Description                                                                                                                                               | Assigned to:                                                                                     | Expected Completion Date | Status of Progress                        |
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|                                                                           |                                                                                                                                                                                                      | award to recognize annual at the Diversity Breakfast.                                                                                                              | Committee & Staff                                                                                |                          |                                           |
| Advise City Council and Staff on Opportunities for Continuous Improvement | Promote open dialogue and mutual understanding:<br><br>Action Item : Plan for opportunities that facilitate discussions, and sharing of similar experiences around diversity and create a safe space | Internally, discuss top 3 priorities in DEI efforts, and work to secure speakers with that background to lead those “table talks” that will be open to the public. | Advise City Council and Staff on Opportunities for Continuous Improvement Sub- Committee & Staff |                          |                                           |
| Advise City Council and Staff on Opportunities for Continuous Improvement | Enhance transparency:<br><br>Action Item : Review SHPD policies and procedures to make sure they are compliant.                                                                                      | Bring in SHPD representative to explain policies and procedures, statutory regulations, and discuss how SHPD is held accountable for compliancy through local,     | Advise City Council and Staff on Opportunities for Continuous Improvement Sub-                   |                          | Make this an internal DCC training topic. |

| Strategic Plan Goal                                         | Strategic Plan Objective/ Action                                                                                                                                                                                      | Activity Description                                                                                                                                                                                                                                                                                                                                             | Assigned to:      | Expected Completion Date | Status of Progress |
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|                                                             |                                                                                                                                                                                                                       | state, and federal mandates.                                                                                                                                                                                                                                                                                                                                     | Committee & Staff |                          |                    |
| 2. OUTREACH TO UNDERSERVED AND UNDERREPRESENTED COMMUNITIES |                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                  |                   |                          |                    |
| Outreach to Underserved and Underrepresented Communities    | <p>Increase community engagement and participation.</p> <p>Action Item : Work with City liaisons to acquire information about upcoming events, programs, and activities to help promote and expand participation.</p> | <p>1. Promote Signal Hill Leadership Program .</p> <p>2. Promote upcoming events and activities.</p> <p>3. Work with City liaison to help make programs and activities more inclusive and include DCC outreach.</p> <p>4. Promote scholarship and internship opportunities in the City and provide information to populations that may not have ready access</p> |                   |                          |                    |

| Strategic Plan Goal                                      | Strategic Plan Objective/Action                                                                                                                                                            | Activity Description                                                                                                                                                                                                                                                              | Assigned to: | Expected Completion Date | Status of Progress |
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|                                                          |                                                                                                                                                                                            | to information and resources.                                                                                                                                                                                                                                                     |              |                          |                    |
| Outreach to Underserved and Underrepresented Communities | Enhance community outreach and visibility.<br>Action Item : Create stand-alone outreach opportunities and a marketing/communication plan, for the DCC to engage with the community/public. | <ol style="list-style-type: none"> <li>Reimagined park pop-ups to get more community feedback.</li> <li>Develop a survey that allows feedback from the community to be submitted (include a QRcode).</li> <li>Develop regular communication via social media channels.</li> </ol> |              |                          |                    |
| Outreach to Underserved and Underrepresented Communities | Enhance Community Relations and increase public awareness.<br><br>Action Item : Host community listening session to continue police                                                        | <ol style="list-style-type: none"> <li>Listening sessions can be with PD to help reestablish trust.</li> </ol>                                                                                                                                                                    |              |                          |                    |

| Strategic Plan Goal                                      | Strategic Plan Objective/Action                                                                                                                                                         | Activity Description                                                                                                         | Assigned to: | Expected Completion Date | Status of Progress |
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|                                                          | engagement with the community.                                                                                                                                                          |                                                                                                                              |              |                          |                    |
| Outreach to Underserved and Underrepresented Communities | Enhance representation and communication.<br>Action Item : Identify a DCC member, to attend public meetings hosted by the City to bring report back on current projects and priorities. | Discuss ways that the DCC may be able to collaboratively work with the City liaisons to move forward new ideas for outreach. |              |                          |                    |
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| Strategic Plan Goal     | Strategic Plan Objective/Action                                                                                                                                        | Activity Description                                                                                                                                                                                                   | Assigned to:    | Expected Completion Date | Status of Progress |
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| 3.EDUCATE AND CELEBRATE |                                                                                                                                                                        |                                                                                                                                                                                                                        |                 |                          |                    |
| Educate and Celebrate   | Enhance training and educational opportunities:<br><br>Action Item : Identify topics for internal DCC training to help members become a resource in the community.     | 1. Collaborate with local organizations and institutions to provide training programs and workshops that enhance members' understanding of community resources.                                                        |                 |                          |                    |
| Educate and Celebrate   | Foster Collaboration:<br><br>Action Item : Engage with other diversity groups/ coalitions/ city governments and brainstorm, discuss current matters, share information | 1. Identify the groups that DCC would like to coordinate with, and specific topics.<br>2. Work with schools to provide DEI resources.<br>3. Provide educational workshops for the community to help educate them about | Sub - Committee |                          |                    |

| Strategic Plan Goal   | Strategic Plan Objective/Action                                                                                                                    | Activity Description                                                                                                       | Assigned to: | Expected Completion Date | Status of Progress |
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|                       | and practices across other communities.                                                                                                            | available resources (paying bills, affordable housing, etc.)                                                               |              |                          |                    |
| Educate and Celebrate | Promote awareness and dialogue around diversity issues.<br><br>Action Item : Develop a Speaker Series for 2024-2025.                               | Identify topics for Speaker Series, and frequency.                                                                         |              |                          |                    |
| Educate and Celebrate | Enhance community engagement and information dissemination<br>Action Item : Improve communication with citizens via various communication channels | 1. Community photo collage showing diversity of SH through and “I am Signal Hill” message (library corridors, Cherry Ave.) |              |                          |                    |

| Strategic Plan Goal | Strategic Plan Objective/Action                           | Activity Description                             | Assigned to: | Expected Completion Date | Status of Progress |
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|                     | to ensure timely and effective outreach to all residents. | 2. Update information on the City's DCC webpage. |              |                          |                    |