

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 proposed goals of the DCC are focused on three specific areas: education, facilitation, and continuous improvement.

1. Continuous Improvement
2. Facilitation
3. Education

2024-2025 Work Plan

Strategic Plan Goal	Strategic Plan Objective/Action	Activity Description	Assigned to:	Expected Completion Date	Status of Progress
1. CONTINUOUS IMPROVEMENT					
Continuous Improvement	Enhance Community Relations and increase public awareness. 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.	Continuous Improvement Sub-Committee & Staff	Annually	
Continuous Improvement	Foster inclusivity and cultural understanding. Action Item: Plan DCC Specific Special Events	<ol style="list-style-type: none"> 1. Host events that help promote DEI efforts, such as the Diversity Breakfast, Cultural Festival and/or Juneteenth event. 2. Host an event, such as a mixer, that focuses on attracting business interest. 3. Identify existing opportunities for the DCC to host a booth at Parks, Recreation, and Library Services Department events. 4. Facilitate a college fair. 5. Develop a Disability Awareness Event. 	Continuous Improvement Sub-Committee & Staff		
Continuous Improvement	Encourage excellence and foster a culture of appreciation:	<ol style="list-style-type: none"> 1. Establish a program identifying businesses and 	Continuous Improvement Sub-Committee & Staff		

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	Action Item: Develop recognition programs	<p>individuals that are promoting diversity.</p> <p>2. Establish criteria for a “Diversity Champion” award to recognize annual at the Diversity Breakfast.</p>			
Continuous Improvement	<p>Promote open dialogue and mutual understanding:</p> <p>Action Item: Plan for opportunities that facilitate discussions, and sharing of similar experiences around diversity and create a safe space</p>	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.	Continuous Improvement Sub-Committee & Staff		
Continuous Improvement	<p>Enhance transparency:</p> <p>Action Item: Review SHPD policies and procedures to make sure they are compliant.</p>	Bring in SHPD representative to explain policies and procedures, statutory regulations, and discuss how SHPD is held accountable for compliancy through local, state, and federal mandates.	Continuous Improvement Sub-Committee & Staff		Make this an internal DCC training topic.
Facilitation	<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>	<ol style="list-style-type: none"> 1. Promote Signal Hill Leadership Program. 2. Promote upcoming events and activities. 3. Work with City liaison to help make programs and activities more inclusive and include DCC outreach. 			

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		4. Promote scholarship and internship opportunities in the City and provide information to populations that may not have ready access to information and resources.			
Facilitation	Enhance community outreach and visibility. 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"> 1. Reimagined park pop-ups to get more community feedback. 2. Develop a survey that allows feedback from the community to be submitted (include a QR code). 3. Develop regular communication via social media channels. 			
Facilitation	Enhance Community Relations and increase public awareness. Action Item: Host community listening session to continue police engagement with the community.	<ol style="list-style-type: none"> 1. Listening sessions can be with PD to help reestablish trust. 			
Facilitation	Enhance representation and communication. Action Item: Identify a DCC member, to attend public meetings hosted by	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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	the City to bring report back on current projects and priorities.				
Education	Enhance training and educational opportunities: 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.			
Education	Foster Collaboration: Action Item: Engage with other diversity groups/coalitions/city governments and brainstorm, discuss current matters, share information and practices across other communities.	1. Identify the groups that DCC would like to coordinate with, and specific topics. 2. Work with schools to provide DEI resources. 3. Provide educational workshops for the community to help educate them about available resources (paying bills, affordable housing, etc.)	Sub-Committee		
Education	Promote awareness and dialogue around diversity issues. Action Item: Develop a Speaker Series for 2024-2025.	Identify topics for Speaker Series, and frequency.			
Education	Enhance community engagement and information dissemination	1. Community photo collage showing diversity of SH			

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	Action Item: Improve communication with citizens via various communication channels to ensure timely and effective outreach to all residents.	through and “I am Signal Hill” message (library corridors, Cherry Ave.) 2. Update information on the City’s DCC webpage.			