

GOLDEN VALLEY
RISING TIDES

Trust • Inclusion • Diversity • Equity • Social Justice

Community Forum
March 11, 2020

About Rising Tides

The RISING TIDES Task Force was created to review the City's equity plan objectives and develop recommended action steps to help the City reach the goals outlined in the plan.



Joelle Allen.



Amber Alexander



Ruth Paradise



Myat Tun



Fartun Hussein



Sam Powers



Brad Taylor



Aiani Woodson



Sheri Hixon



Melissa Johnson



Alex Moreno

Agenda

Welcome & Recap

Task Force Member Introductions

Joelle Allen - 5 minutes

A Word from the City

Kirsten Santelices

Table Top Discussions:

Task Force Members - 30 minutes

**Diversifying Employee
Recruitment**

Amber Alexander

**Educational Programming /
Outreach**

Ruth Paradise & Melissa Johnson

Report Outs

Attendees & Task Force Members - 20 minutes

Next Steps / Closing Remarks

Joelle Allen - 5 minutes

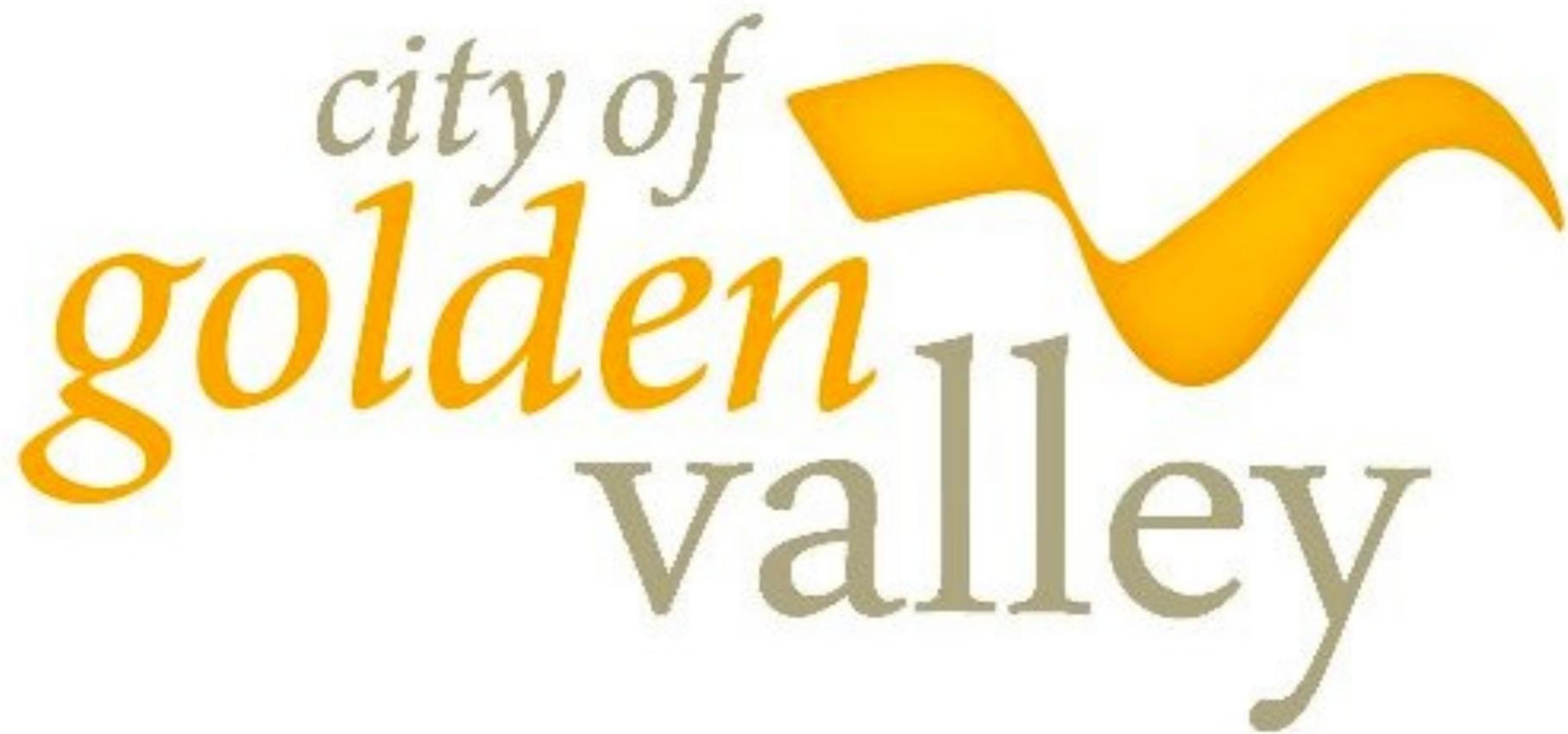
Introductions

Name and favorite place in Golden Valley

Recap

- Communicating Equity with the Community
- Process of Reviewing City Contracts and RFP's and Eliminating Potential Biases
- Increasing Diversity in Boards/Commissions, Advisory Groups, and Elected Officials
- **Diversifying Employee Recruitment and Retention**
- **Process of Ensuring Equity in City Programming and Facilities**

A Word from the City



Ground Rules

- One topic / One speaker at a time
- No Side Conversations
- Think before Speaking
- Agree to Show Respect



Materials

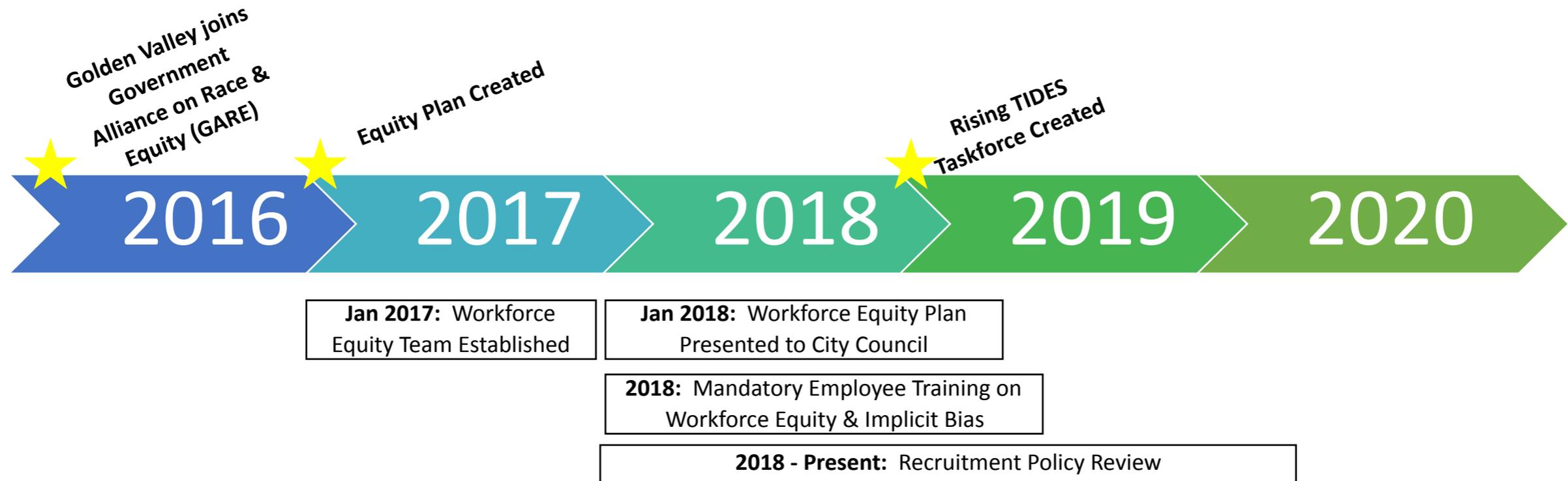
- Recommendations Poster
- Parking Lot Sheet
- In the weeds





Diversifying Employee Recruitment & Retention

Diversifying Employee Recruitment: Where We've Been



Rising TIDES Discussion Summary:

- **Internal Culture:** Ideas to create, communicate, and celebrate the City's inclusive culture and focus on D&I.
- **Leader Roles in the Recruitment Process:** Acknowledging the important role hiring managers play in recruitment process, ideas on how to leverage and equip leaders to represent Golden Valley's values.
- **Recruiting Practices:** Tactics to build into the existing recruitment practices.
- **Pipeline Building:** Tactics to build a diverse pool of candidates for open roles.



Process of Reviewing Community Outreach & Education Initiatives

Programming & Facilities

- Programs currently offered
- Who is being served-What are the demographics?
- Access to information
- Where and when scheduled

Programming & Facilities

- Access: How easy is it for vendors or participants to find registration forms
- Does content reflect diversity and culture of our community?



Table Top Discussions: 20 minutes

Questions

Recruitment

1. How can the City of Golden Valley create, communicate, and celebrate its inclusive employee culture and focus on diversity and inclusion?
2. How does the City better equip hiring managers to represent Golden Valley's culture and values during recruitment processes?
3. The City of Golden Valley currently recruits through website postings, social media, career fairs, and word-of-mouth. What strategies can the City consider to build upon these existing recruitment practices?
4. How can the City proactively build a diverse pool of talent for current and future hiring needs?

Programming

1. Does current City programming reflect the community/changing community? (this question has a please explain option after it)
2. Have you or others you know encountered barriers to City programming and events? (this question has a please explain option after it)
3. How do you learn about City programs and events? (select all that apply)
4. Are there other ways to share information about programs and events that the City should consider?
5. How do we ensure a sense of belonging within City-owned facilities/spaces?



Report Outs

20 minutes

Next Steps / Closing Remarks



- Review Community Feedback & incorporate changes as appropriate
- Draft recommendations to City Council
- Continue discussions on next 3 topics

Until We Meet Again

Rising TIDES

www.goldenvalleymn.gov/about/welcome/rising-tides.php

City Equity Plan

www.goldenvalleymn.gov/about/pdf/Equity-Plan-Updated-7-16-18.pdf

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What, when, where

When:

5:15 pm, second Tuesday of each month

Where:

City Hall Council Conference Room,
Golden Valley City Hall, 7800 Golden Valley
Road



Meeting Topics:

- Communicating Equity with the Community
- Process of Reviewing City Contracts and RFP's and Eliminating Potential Biases
- Increasing Diversity in Boards/ Commissions, Advisory Groups, and Elected Officials
- Diversifying Employee Recruitment and Retention
- Process of Reviewing Community Outreach and Education Initiatives
- Process of Ensuring Equity in City Programming, Services, and Facilities