



# CITY OF BEXLEY DIVERSITY EQUITY & INCLUSION STRATEGY

Amendment to the Bexley Strategic Plan

From the City of Bexley, Ohio

“Bexley’s Diversity, Equity & Inclusion mission is to partner with all community stakeholders and to embrace diversity and cultivate a welcoming and inclusive Bexley. Everyone in our community has the right to feel safe and be treated with respect and dignity in all contexts.”

**AMENDMENT ADOPTED BY BEXLEY CITY COUNCIL**

August 11, 2020



# BEXLEY 2020 DEI STRATEGIC PLAN

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# MISSION VISION GOALS

## MISSION STATEMENT

*A Mission Statement answers the question “what is our core purpose?”*

Bexley’s Diversity, Equity & Inclusion mission is to partner with all community stakeholders and to embrace diversity and cultivate a welcoming and inclusive Bexley. Everyone in our community has the right to feel safe and be treated with respect and dignity in all contexts.



# MISSION VISION GOALS

## VISION STATEMENT

*A Statement of Vision asks "What does the City of Bexley aspire to be?"*

A welcome and diverse Bexley community where all are included, feel safe, and are fully valued. We respect and value diverse life experiences and work to create an environment that is inclusive of all.



# GOAL#1: WELCOMING NEW RESIDENTS

Establish a 'New Residents Welcoming Committee' and 'Welcome Packet' that promote Bexley as a welcoming, diverse, equitable and inclusive environment for all, and that includes diverse, inclusive language, imaging, branding and logo. The City is being proactive to ensure safety and security equality. There are opportunities for engagement and sharing in diverse experiences/events in the community.

## GOAL ONE ACTION ITEMS

**1.** Host "New Resident Welcome" events twice a year (Summer/Fall and Winter/Spring).

**ACTION ITEM RESPONSIBILITY:** City of Bexley organizes with support from partner organizations

**2.** Review New Residents Welcome Packet to ensure it does not contain biased, discriminatory or exclusive language, and that it is 'immigrant-friendly' and/or multi-lingual. Also review Packet, City of Bexley website and communications, and street banners to ensure visual representation of diversity.

**ACTION ITEM RESPONSIBILITY:** City communications staff with consultation from diversity professionals

**3.** Personally deliver "New Residents Welcome Packets" to new residents and ensure that tenants are included in the distribution strategy and methodology. Encourage landlords and residents with new neighbors to cooperate with the City in an effort to welcome new tenants as well as a place on the Bexley City Website for new tenants to sign up to receive a New Resident Welcome Packet.

**ACTION ITEM RESPONSIBILITY:** Elected officials, community ambassadors



## GOAL#2: POLICE&COMMUNITYRELATIONS

Address perceptions and realities of how Bexley Police protect and serve the community. Expand and encourage forward-thinking community engagement between the Bexley Police Department and residents, with a focus on transparency, bilateral communication and reaching segments of the community that have historically been vulnerable to bias.

### GOAL TWO ACTION ITEMS

- 1.** Conduct Police / Community BBQ Cook-offs, picnics or potlucks throughout the City, including new Schneider Bexley playground, with forums for open conversation about race/bias/transparency to ensure everyone feels comfortable initiating contact with public safety personnel regardless of identity and knows what to expect from these interactions. Include active participation from non-uniformed officers.  
**ACTION ITEM RESPONSIBILITY:** City of Bexley in partnership with advocacy groups
- 2.** Publicize information on Police Community Initiatives: Cops with Kids, Coffee with a Cop, Crosswalk with a Cop, Citizens Police Academy, etc. and engage the community in initiatives to educate residents in the reality of policing.
- 3.** Strengthen communication to the community regarding the police department and their organizational structures, training and activities through newsletters, the website, police staff profiles, tours of police facilities, etc.
- 4.** Strengthen communication between police and people with limited English proficiency through the use of an approved translator and other instant language tools. All police will have access to these tools. Establish language access policies, protocols and evaluate success.
- 5.** Focus on youth best practices for police training and interaction.
- 6.** Utilize the current community forum officer group to collaborate with advocacy groups in the City.  
**ACTION ITEM RESPONSIBILITY:** City communications staff/Police Department
- 7.** Bexley DEI will plan and lead at will meetings with City leaders and advocacy groups.  
**ACTION ITEM RESPONSIBILITY:** Mayor/City Council/BexleyDEI



## GOAL#3:

# CREATE AN INCLUSIVE GREATER BEXLEY COMMUNITY

Form an open and welcoming Bexley. Work to combat racism and discrimination in the City. Engage people and circumstances with fairness, justice, impartiality, honesty, balance, compassion, decency, reasonableness, and an open mind.

### GOAL THREE ACTION ITEMS

- 1.** Advertise city events more openly in surrounding communities, and reciprocate by promoting events hosted in surrounding communities to create stronger bonds and common goals.
- 2.** Continue to encourage the CIC in their efforts to identify affordable housing opportunities for people with low incomes as part of new development (including but not limited to rezoning and rehabbing current and future building and projects) as well as on its own.

**ACTION ITEM RESPONSIBILITY:** City communications staff with area organizations

- 3.** Host quarterly roundtables with advocacy groups to provide opportunities for bilateral communication amongst groups and the community.
- 4.** Increasing diversity representation across communications to promote the existing diversity in the City of Bexley:
  - 4A.** Create a 'One Bexley' diversity, equity and inclusion marketing campaign that uses City of Bexley communication mediums, and resources
  - 4B.** Banners along Main Street with Bexley residents from a wide variety of diverse backgrounds with "I am Bexley" messaging on the banners.



# GOAL#3:CONTINUED

## GOAL THREE ACTION ITEMS (CONTINUED)

**5.** Encourage public and private entities to be mindful of representing diversity in communications concerning the Bexley community.

**ACTION ITEM RESPONSIBILITY:** Partner organizations communications staff

**6.** Review existing City of Bexley periodic survey questions and add question(s) to the survey that address diversity, equity and inclusion while ensuring survey responses incorporate feedback from tenant populations in the community.

**7.** The City of Bexley will provide an annual update to the community about progress in various diversity metrics (State of the City Address).

**ACTION ITEM RESPONSIBILITY:** City communications staff

**8.** Develop community focused education and awareness opportunities to help inform residents on how to positively interrupt and educate concerning implicit bias, workshops, and forums on implicit bias and topics related to diversity, equity, and inclusion to ensure all residents feel connected, supported, and valued.

**ACTION ITEM RESPONSIBILITY:** City and Advocacy groups

**9.** Research and implement best and promising practices to widen the audience for community conversations about diversity, equity and inclusion.

**10.** Conduct periodic diversity, equity and inclusion community forums that promote conversations on such topics as White Fragility, Immigration, Restorative Justice Practices, Implicit Bias, Bexley Talks, etc.

**ACTION ITEM RESPONSIBILITY:** Partner organizations





# GOAL#4:

## REFORMING INTERNAL CITY POLICIES & OPERATIONS

Review internal policies and operating procedures in order to increase awareness and practice of diversity, equity, and inclusion practices, including expanding training around implicit bias and empathy; striving to increase the diversity of city staff and the membership of city boards, commissions, and committees; expanding the scope of purchasing from minority-owned businesses; and increasing the transparency and accountability of operations. Encourage and support minority owned businesses to move their businesses to Bexley.

### GOAL FOUR ACTION ITEMS

**1.** Work to increase the diversity of city staff and the composition of individuals serving on our city boards, commissions, and committees. Perform a hiring practices audit and institute best practices in hiring and retention strategies.

**ACTION ITEM RESPONSIBILITY:** Mayor, City Council, and Department Heads

**2.** Make periodic implicit bias and empathy training required for all city staff and elected and appointed officials.

**ACTION ITEM RESPONSIBILITY:** Mayor and City Council

**3.** Perform a purchasing audit and create policies and procedures to expand the scope of purchasing from minority-owned businesses.

**ACTION ITEM RESPONSIBILITY:** Mayor and Department Heads



# GOAL#4:CONTINUED

## GOAL FOUR ACTION ITEMS (CONTINUED)

**4.** Ensure transparent and accountable compliant review processes and objective fact finding for incidents of reported police bias. Continue to monitor regional and national best practices for complaint review processes.

**ACTION ITEM RESPONSIBILITY:** Mayor and Department Heads

**5.** Analyze and publish statistics on police encounters including but not limited to citizen complaints and outcomes; demographic information on traffic stops by gender, race, and result; citation versus arrests; calls for service; officer training; officer recruitment and training; etc. Make goals in response to the analysis of those statistics and follow up on those goals.

**ACTION ITEM RESPONSIBILITY:** City Communication staff working with Police Department



# KNOWN ADVOCACY GROUPS IN BEXLEY

## **Bexley MAA**

Bexley Minority Alumni Association

## **Bexley ARP**

Bexley Anti-Racism Project

## **Bexley DEI**

Bexley Diversity, Equity, & Inclusion

## **Bexley LGBTQIA Family/Ally Task Force**

### **LGBTQIA**

Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, & Asexual

### **BMPA**

Bexley Minority Parents Alliance

### **BRAIR**

Bexley Residents Against Institutional Racism

### **DARN**

Developmental Assets Resource Network



# DEFINITIONS

## **ACCESSIBILITY**

Giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations and communities make space for the physical, identifying, and cultural characteristics that each person brings.

## **DISCRIMINATION**

Includes segregated or separated or any difference in treatment based on race, sex/gender, sexual orientation, gender identity or expression, ethnicity, religion, ancestry, education, marital status, nationality, age, socioeconomic status, mental and physical ability, familial status, or military status.

## **DIVERSITY**

Describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, including but not limited to race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender identity or expression, sex, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued and celebrated.

## **EQUALITY**

The condition in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services without taking into account differing needs or disparate outcomes.

## **EQUITY**

the fair and impartial treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups, not to be confused with equality (see above). To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.

## **IMPLICIT BIAS**

Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for various purposes.



# DEFINITIONS CONT'D

## **INCLUSION**

Leveraging, engaging and valuing diverse human and cultural characteristics to help involve authentic and empowered participation and a true sense of belonging for residents, visitors, employees, business partners and members of our community.

## **PREJUDICE**

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

## **RACISM**

Involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Racism is different from racial prejudice, hatred, or discrimination.