

RESOLUTION 06 - 20

By: Monique Lampke

A resolution adopting amendments to the City of Bexley Strategic Plan in order to incorporate action items from the 2019 diversity and inclusion strategy

WHEREAS, the Charter of the City of Bexley and Chapter 264.01 of the Codified Ordinances of the City of Bexley requires the Mayor of Bexley to prepare and submit to Bexley City Council a strategic plan for the City of Bexley; and

WHEREAS, the current Bexley Strategic Plan was prepared by the Mayor and adopted by City Council on November 19, 2013; and

WHEREAS, Chapter 264.02 of the Codified Ordinances of the City of Bexley specifies that updates to the Strategic Plan be submitted to Council for review, public comment, and adoption; and

WHEREAS, the Mayor will be launching the process of a comprehensive update of the Strategic Plan in 2020, but desires in the interim to amend the current plan to incorporate the goals and action items outlined in the 2019 Diversity and Inclusion strategy;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF BEXLEY:

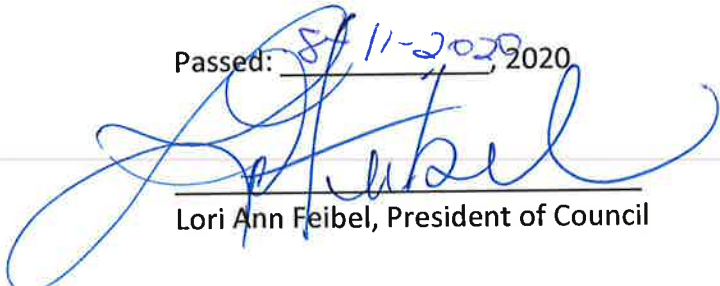
Section 1.

Pursuant to Chapter 264.03 of the Codified Ordinances, City Council hereby approves and adopts the incorporation of the 2019 Diversity and Inclusion Goals and Action Items into the Strategic Plan, attached to and incorporated into this Resolution as Exhibit A.

Section 2.

That this Resolution shall go into effect and be in force from and after the earliest period allowed by law.

Passed: 8-11-2020, 2020


Lori Ann Feibel, President of Council

Attest: 
Clerk of Council

Approved: Aug: 11, 2020


Ben Kessler, Mayor

First Reading: 6-9-20

Second Reading: 6-23-20

Third Reading: 8-11-20

Bexley Diversity, Equity & Inclusion Strategy

Amendment to Bexley Strategic Plan

Mission

Bexley's Diversity, Equity & Inclusion mission is to partner with all community stakeholders and to implement internal reforms in order to increase diversity and cultivate a welcoming and inclusive Bexley.

Vision

A welcome and diverse Bexley community where all are included, feel safe and connected, and are fully valued.

Goals

Goal One: 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, equitable and inclusive language, imaging, branding and logo.

Goal Two: Police/Community Relations

Strengthen Bexley Police Community Relations: 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 Three: Create an Inclusive Greater Bexley Community

Encourage Open and Welcoming Bexley

Goal Four: Reforming Internal City Policies and 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.

Initial Action Items

Goal One Action Items: Welcoming New Residents

- 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
- Review New Residents Welcome Packet to ensure it contains unbiased and inclusive 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.

- 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

- Make period implicit bias and empathy training required for all city staff and elected and appointed officials.

Action Item Responsibility: Mayor and City Council

- 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

- Ensure transparent and accountable complaint 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/Safety Director

- Publish stats on Police encounters including citizen complaints and outcomes.

Action Item Responsibility: City communications staff working with Police Department