## strategymatters

Helping Those Who Do Great Work Do It Better



### Town of Arlington

Department Heads' Meeting Friday, September 23, 2022 | 10 - 11 am

# Meeting Goals + Agenda

- Take the opportunity to get to know each other
- Give an overview of the process we are undertaking
- Overview and get input on our goals for the process

### Continuing Our DEI Work to Date

### Where we started and where we are going

- Establishment of Human Rights Commission,
   Disability Commission and most recently
   LGBTQIA+Rainbow Commission, in addition
   to Equal Opportunity Advisory Committee
- Continued commitment to advancing inclusionary zoning and affordable housing opportunities
- In 2019 Arlington joined GARE, the
  Government Alliance on Race & Equity, and
  initiated a multi-part training with the
  National League of Cities with the REAL
  Program (Race, Equity, And Leadership)

- Partnered with Powerful Pathways, a racial equity consultant to help foster community healing, and facilitate community dialogues around race and equity
- DEI Division Programming: Stand Against Racism (April workshops), Community Conversation Series (summers), other partnerships with departments and organizations for programs throughout the year
- Alignment with Arlington Public Schools DEI
- Initiated Community Equity Audit with Opportunity Consulting
- Expanding the DEI Division, resources and staff

### Overview of the Process

Workshop 1: Phase 0

Workshop 2: Co-Creating an Understanding... Workshop 3: Skills Development Workshop 4: Collaboratively Setting Goals...

Strategy + Plan

## Developing a common language and understanding our approach including:

- i. History of structural racism
- ii. Bias (forms of it, conscious and unconscious)

### ...Of the status quo:

- i. Where are we, with respect to D, E, and I in our work and lives?
- ii. A self-assessment: Who am I in relation to all of these issues?

### Building competency in the following areas:

i. Healthy conflict ii. Developing leadership skills iii. Decision making models to increase fairness and transparency.

### ...For the future:

Making explicit what Town staff want to do, achieve, and commit to going forward

## Creating a town-wide strategy and action plan for reaching the goals, including:

- Reviewing departmental strategic plans, action plans, etc. to identify crossover and opportunities to use the DE/REI lens to improve that work.
- ii. Creating new plans to enable teams to "socialize" their learning and their DE/REI plans throughout their departments.
- iii. Creating cross functional opportunities for continued learning and growth.

### Goals for the process

#### **Rational**

What do we want to come out of this process in terms of decisions and deliverables? What does a successful process yield in terms of deliverables?

- 1) Build upon the work that the Town has done
- 2) A final report containing:
  - Meeting notes/reports
  - Goals
  - Action plans
  - Strategy statement
  - Consultant recommendations
  - Additional resources

### Experiential

How do we want people to feel about their participation in this process? How can we strengthen this team, and enhance everyone's experience through the process?

- 1) Interactive
- 2) Engaging
- 3) Collaborative
- 4) Offer employees a transformational and personal experience

### **Transformational**

What could and should be different within our organization and for our community more generally, as a result of the work we do together in this process?

- All Town employees will participate in leading change, and will see themselves as doing such
- 2) Ability to interpret data and information in service to identifying areas for growth, change, and repair

# What We'll Ask for from Participants

- Attend workshops
- Give feedback
- Join the Process
   Management Team
   (PMT)