


COUNCIL COMMUNICATION

	Number:	20-470	Meeting:	October 19, 2020
	Agenda Item:	46I	Roll Call:	20-1693
	Submitted by:	Scott E. Sanders, City Manager		

AGENDA HEADING:

Approving and adopting City of Des Moines Equity Framework for the evaluation and implementation of equitable delivery of City services and amenities.

SYNOPSIS:

Equity Framework provides an opportunity to use an “equity lens” to ensure all residents in Des Moines and their unique needs as well as contributions to the community are thoroughly considered prior to making decision on services, programs, practices, and delivery of services.

FISCAL IMPACT: NONE

ADDITIONAL INFORMATION:

- Since January, 2019, 24 City of Des Moines staff have been meeting to learn and created a shared understanding of equity in local government, equity in City services, programs, and policies, and best practices in implementing equity within the organization and in the community. One (1) of the crucial steps taken by other cities and counties leading their equity work is creation and adoption of an Equity Framework. This framework is to serve as an “equity lens” for City staff and decision makers to use, as well as offer guidance on next steps moving forward.

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS:

Future actions include conducting an organization-wide equity assessment, creating an Equity Plan, coaching staff members to use equity toolkit, as well as equity framework.

For more information on this and other agenda items, please call the City Clerk's Office at 515-283-4209 or visit the Clerk's Office on the first floor of City Hall, 400 Robert D Ray Drive. Council agendas are available to the public at the City Clerk's Office on Thursday afternoon preceding Monday's Council meeting. Citizens can also request to receive meeting notices and agendas by email by calling the Clerk's Office or sending their request via email to cityclerk@dmgov.org.