

<b>INCLUSIVE COMMUNITY PROJECT</b>			
<b>Community Process</b>	<b>Proposed Use</b>	<b>Amount</b>	<b>Sustainability</b>
<p>EDI Strategic Planning in City and Community (\$20,000), Dr. Ka Vang and Stephanie Hirsch</p>	<p>We are proposing to bring in an outside EDI Consultant to help the City create an EDI plan for City and Community. We envision involving City leadership and some key community members. Having an outside consultant to help lead this initiative will bring focus and attention to all areas. They will help take an objective look at the City and Community, analyze the efforts currently making, suggest new strategies, and help create a roadmap for EDI success.</p>	<p>One-time study, though group may continue as Commission.</p>	<p>This project will address historical gaps tied to demographics that have been aggravated by the pandemic, including disparate life outcomes in housing, education, food security, and criminal justice.</p>
<p>BIPOC Steering Committee (\$45,000), Dr. Ka Vang and Stephanie Hirsch</p>	<p>A steering committee comprised of BIPOC community members will explore how can the City of Eau Claire be a more welcoming, diverse, and inclusive community. As we've met with BIPOC community members, general issues identified have included concerns about: isolation, voices are not heard/valued, wish to diversify City staff, request to include LGBTQIA+ and intersectional community, wish for more language proficiency and translation/interpretation abilities among City staff, a wish for attention to issues related to ability/disability, more resources for bi-lingual/culturally competent mental health counselors, compensation for times when BIPOC community members are asked to represent stakeholder groups, wish to celebrate various diversity throughout the year and not just around designated heritage months, and other points. The Steering Committee would meet and work on defining projects and ways to address some of the themes that emerged.</p>	<p>One-time study, though group may continue as Commission.</p>	<p>This project will address historical gaps tied to demographics that have been aggravated by the pandemic, including disparate life outcomes in housing, education, food security, and criminal justice.</p>

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	<p>We want to intentionally engage with historically underrepresented communities and continue building relationships to connect people to relief and recovery resources. We will strive to center and serve historically underserved communities, those who have been historically denied access to power. Bringing them to the table so will help us center equity, diversity, and inclusion in everything we do. We hope to create a place where all are welcome and everyone has an opportunity to thrive, working to partner more effectively with our diverse communities so more diverse community partners directly influence the City’s plan, policy, and budget decisions.</p>		
<p>EDI Community Meetings and Focus Groups (\$22,000), Dr. Ka Vang and Stephanie Hirsch</p>	<p>A member from the Steering Committee/Other stake holders will convene meetings/focus groups to hear from other groups, such as:</p> <ul style="list-style-type: none"> <li>-Youth</li> <li>-LGBTQIA+</li> <li>-People with disabilities</li> <li>-Others</li> </ul> <p>The purpose here is to ensure all voices are heard and taken into consideration when gathering information and ideas are collected. We’ve heard time and time again that marginalized groups’ voices are not heard or they are not being invited to the table. This provides a venue/process for marginalized groups to voice their thoughts/opinions/ideas.</p>	<p>One-time study, though group may continue as Commission.</p>	<p>This project will address historical gaps tied to demographics that have been aggravated by the pandemic, including disparate life outcomes in housing, education, food security, and criminal justice.</p>
<p>Reserve for Phase #3 (\$810,000), Dr. Ka Vang and Stephanie Hirsch</p>			