

City of Eau Claire EDI Dashboard 2021 – 2022

The City of Eau Claire's vision for Equity, Diversity and Inclusion is rooted in positioning the City to be at the forefront of an inclusive, innovative, and welcoming community, where residents and businesses can thrive and flourish. This approach is grounded in the city's core values, commitment, and focus on its long-term success and sustainability.

JEDI Team - Workplan	Education workgroup	Organization culture workgroup	Policy Workgroup	City/County Community Engagement and outreach Workgroup	Updates
Al Bertrang Kimberly Hennings Dianna Mayer	Purpose – To collaboratively work across departments in making recommendations to enhance educational opportunities to promote equity.	Purpose: To work cross-divisional in cultivating a culture of belonging that embraces continuous improvement	Purpose – To foster a collegial, inclusive, respectful and engaging policy-making environment	Purpose – To collaboratively plan and execute a community project aimed at promoting social justice and civic engagement.	
Dawn Comte Ty Fadness Jericho 'JJ' Jurewicz Matt Rokus Victoria Seltun	Facilitators: • Ty Fadness • Ned Noel • Matt Rokus • Allison Windhorst • Billie Hufford • Cory Tietz	Facilitators: • Jericho 'JJ' Jurewicz ✓ • Dawn Comte • Dianna Mayer • Dave Solberg • Douglas Hoffer • Rebecca Draeger ✓ • Leah Ness	Facilitators • Victoria Seltun • Cortney Draxler • Kimberly Hennings • Steve Nick • Al Bertrang • Amber Willi	EDI Strategic Goal: • Community Engagement (Listen to and serve society)	
Ned Noel Steve Nick Billie Hufford Alison Windhorst Jay Winzenz Cortney Draxler Dave Solberg 12/20/2022	Objective: 1. Identify project based on workgroup purpose 2. Budget needed to accomplish project 3. Identify training that will benefit all staff in bringing project to fruition	Objective: 1. Identify project based on workgroup purpose 2. Budget needed to accomplish project 3. Identify training that will benefit all staff in bringing project to fruition	Objective: 1. Identify project based on workgroup purpose 2. Budget needed to accomplish project 3. Identify training that will benefit all staff in bringing project to fruition	Projects to choose: United Way of Chippewa Day of Giving Partnership with Chippewa Valley Equality Initiative - Community Stories Partnership with Eau Claire Area School District Teaching & Learning Curriculum Other _____	• Will meet with County JEDI to learn which project will be best to work on together • Will be meeting with School District representative 3/3/22 to learn more



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EDI Goal 1	Key Activity Areas	Measure of Success	Benchmark for Excellence /City Strategic Plan	Updates
Organizational Culture (Vision, Leadership and Business Impact)	Creation of EDI webpage on external website	Representation matters. Live webpage for internal staff and community members to access to learn more about the City's work and commitment to creating an inclusive community EDI Toolbox/resources Increased sense of staff pride in org's goals and identity around equity.	Leadership and accountability Create engaging opportunities	<ul style="list-style-type: none"> • EDI Intern – research and present EDI webpage examples and multicultural calendar • JEDI work session to choose and finalize layout – EDI Intern has sent Doodle ▲ Work session is March 2nd 11-noon ▲ EDI Intern to send data week of February 6th • Community resources – link to State Bar Free Lawyers • CVEI
	EDI Organizational video	Video created to serve multiple purposes show casing the City's commitment to cultivating an inclusive work place that fosters belonging.	Create engaging opportunities	<ul style="list-style-type: none"> ▲ Met with Sheng-Lor to discuss opportunity using the videographer for the Social X-Change project ▲ Will meet with leadership to propose various options to choose in moving forward with this goal ▲ JEDI Team identify format/logistics to create organizational video • Project for 2023



12/20/2022

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Organizational Culture (Vision, Leadership and Business Impact)	Embedding equity in the Capital Improvement Budget and operating budget	Revise CIP Request form to include a section for EDI Implementation of an equity assessment tool Microlearning workshop for supervisors and finance team	Support economic prosperity Optimize potential	<ul style="list-style-type: none"> Use a cohort model (each department) with an equity assessment tool to systemically integrate purposeful consideration in planning decisions, in the budget cycle to reduce disparities, promote service level equity and improve community engagement <p>*Implementation 2023</p>
	EDI Campaign	Develop continuous communication strategies based on trust, and collective vocabulary Shared values / goals / vision clearly articulated around equity	Facilitate community Create engaging opportunity	

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EDI Goal 2	Key Activity Areas	Measure of Success	Benchmark for Excellence/City Strategic Plan	Updates
Workforce Development (Attract and Retain)	Yearly Supervisor training	<p>MLK Training Day – Diverse Speakers sharing their personal and professional stories and its connection to Dr. King</p> <p>Spring – CVTC Leadership Training. 30 employees registered.</p> <p>Summer – CVTC Intercultural Development (IDI) Assessment for city directors/supervisors/managers Inventory</p> <p>Fall – Safety and Mental Health (Police Department)</p>	Nurture opportunities for personal growth	<p>HR will be sending survey to supervisors to solicit training topics in addition to the ones we propose</p> <p>microaggressions</p> <p>mental health and wellbeing</p> <p>Occupational Equity</p> <ul style="list-style-type: none"> • WAT Grant with CVTC – waiting to hear back • Vicki leading
	Talent Development and Promotion	<p>Training platform for all employees</p> <p>Mentoring</p> <p>Succession planning</p>	Nurture opportunities for personal growth	
	Recruitment and Onboarding Process	<p>Inclusive hiring protocol</p> <p>Orientation</p> <p>90 Day Review replaces with more intentional periodic check ins</p> <p>Employee Resources Groups i.e. Parent group, multicultural group</p> <p>HR Inclusion Code of Conduct</p> <p>Inclusive job descriptions</p> <p>Diverse medium for job advertising</p> <p>Inclusive search and Screen process</p> <p>Diverse hiring Committee</p>	Support economic prosperity	<ul style="list-style-type: none"> • Tennille – provide current hiring protocol (search and screen committee, interview process, job description and placements etc.) for the City of EC. Protocol will be review by JEDI team who will solicit feedback from their departments and make recommendations for enhancements • Tennille/Kelly – Onboarding (new hires, orientation, 90-day review etc.) • Vicki – will provide Inclusion Code of Conduct template – template will be provided to JEDI team who will gather feedback on document from their teams. • Vicki – Talent development and promotion (mentoring, succession planning, training development etc.)



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Workforce Development (Attract and Retain)	Scorecard	Accountability metrics Performance management	Optimize potential	<ul style="list-style-type: none"> Vicki – Scorecard (Accountability metrics, performance management, work life balance, rewards etc.)

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EDI Goal 3	Key Activity Areas	Measure of Success	Benchmark for Excellence/City Strategic Plan	Updates
Community Engagement (Listen to and Serve Society)	Programs and Events	<ul style="list-style-type: none"> PR Campaign to spread awareness of EDI work internal and externally Departments go through the 21 week equity challenge as a cohort. Will be facilitated by United Way of Chippewa (2023) Partnership with the ECASD, Royal Credit Union and Power of Perception to judge the 2022 F.U.S.E competition Local government, leadership and youth involvement – EDI speaking engagement North High School – EDI speaking engagement ECASD Junior Achievement and Employment Skills ECASD Youth Apprenticeship Program First Congregation church Racial Justice Sunday UWEC Centre For Restorative Justice POP – Delong Middle School – Keynote Speaker 	Nurture opportunities for personal growth Facilitate community	<ul style="list-style-type: none"> EDI Intern to provide campaign layout Meet with leadership to get approval 21 week challenge is on hold and may resume fall or 2023 due to focus being on the general United Way 2022 Conference Vicki – follow-up with legal counsel regarding details of apprenticeship program
	Volunteerism	<ul style="list-style-type: none"> Partner with United Way of Chippewa for Day of Giving Partnership with Chippewa Valley Equality Initiative Hmong Economic Development Conference and Summit – planning team representing the City and County. Chippewa Valley Postcard Project 	Facilitate community	<ul style="list-style-type: none"> Meet with City Leadership to discuss further and solicit commitment RAIN virtual meeting 7:00 p.m. Next meeting April 5 7:00 p.m.
	Committee work	ARPA Eau Claire School District Equity Steering Committee Eau Claire Chamber of Commerce Equity Group Healthy Equity Work Group Chippewa Valley Transformation Project Participatory Budget (PB)		

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EDI Goal 4	Key Activity Areas	Measure of Success	Benchmark for Excellence/City Strategic Plan	Updates
Continuous Learning (Education, Training and Awareness)	Media publications (magazines, TV etc.)	WQOW – Video Interview a “Day in the Life of EDI Coordinator” A day in the life of Eau Claire’s equity, diversity & inclusion coordinator Local wqow.com 75-minute interview with Northern Spirit Radio/Spirit in Action Faith-full Equity, Diversity, & Inclusion, From Jamaica To Wisconsin: Jeneise Briggs Northern Spirit Radio The Municipality – check your culture before recruiting – February publication Congregation Connection – First Congregation UCC Newsletter Cong Connections 020222.pdf Momentum West Webinar Feb. 22 Leader-Telegram EDI principles to find place in city budget, according to draft plan Front Page leadertelegram.com Municipality Magazine – April Feature	Facilitate community Support economic prosperity	<ul style="list-style-type: none"> Feb. 8th recording for Spirit Radio Waiting response from Dave if he’d like to be featured in the April publication regarding shared role models in local government
	Cultural Competence/Bias Awareness Progressive framework for EDI	12 month Sustained Dialogue curriculum Harvard Implicit Bias Test Select a Test (harvard.edu)	Nurture opportunities for personal growth	
	Trainings/Presentations	Implicit bias training for staff tech team and volunteers for participatory budget Harvard Implicit Bias Test Take a Test (harvard.edu) Law Enforcement Practices - Implicit-bias-awareness Training - Racial Bias policing training (fipolicing.com) –	Nurture opportunities for personal growth	<ul style="list-style-type: none"> Will be meeting with Ned to discuss next steps. PB Cycle 2 kick-off Meet with Vicki to decide platform Two Police Sergeants are being trained to conduct implicit bias training. Sergeant Benjamin Wutschke and Jesse Henning (June 8 & 9)
	Outreach	Increase the number of activities, relationship-building, cultural humility, learning, innovation, and community-mindedness carried out across departments.	Create engaging opportunities	7



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EDI Strategic Priorities	Key Activity Areas	Measure of Success	Benchmark for Excellence	Updates
Completed in 2021	Complete 3-4 month 1:1/groups meetings with internal and external stakeholders	Baseline information gathered from employees and community groups/individuals perceptions, experiences and suggestions regarding EDI 1:1 meeting were held with all department directors/supervisors A written report was done and share with internal staff	EDI Structure & Implementation	
	Creation of internal EDI team	JEDI team has been formed with a representative from all departments in the organization Partnership with community organizations to have speakers discuss various topics from an EDI lens Team members worked on City’s EDI plan	EDI Structure & Implementation	
	Meetings with internal and external stakeholders to create or strengthen existing partnerships	212 meetings	EDI Structure & Implementation	
	City’s EDI strategic draft sent to all department directors/supervisors to seek input from their teams	All input shared were incorporated in the EDI plan to enhance collective learning and growth	EDI Structure & Implementation	
	Presentations/training/Partnerships	<ul style="list-style-type: none"> Meeting with the Police Department and the Black and Brown Womyn Power Coalition – List of 5 Demands were presented to the PD Stand in the Light Memory Choir EDI presentation to City Council – EDI journey and next steps Supervisor trainings – November and December Youth and Law Day Government and Law Day CMF Introductions/Q&A Police and Fire Commission ACLU Board 	Community, government relations, and philanthropy	Jenese to schedule and facilitate a virtual Follow-up meeting in 2022



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EDI Strategic Priorities	Key Activity Areas	Measure of Success	Benchmark for Excellence
Completed in 2021	Programs and Events	Career Fair at City Hall - new contacts in the Hmong community	
	Community engagement	<ul style="list-style-type: none"> • Idea Lounge Panelist – unhoused population • Panelist – American Association of University women • ARPA Listening sessions • Health Equity Group • Eau Claire Chamber Equity Group • Leadership Eau Claire • Toward One WI Conference • Participatory Budget Cycle 1 • Conversations in color filming – EDI in the Chippewa Valley 	Community, government relations, and philanthropy

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EDI Strategic Priorities	Key Activity Areas	Measure of Success	Benchmark for Success	Updates
Completed in 2022				

