

JEDI group report : [REDACTED]

I apologize for not being able to attend this evening but did want to provide an update on JEDI for you all. If any questions arise please feel free to email me and I can answer those questions directly or in an additional summary for the committee.

When Dr. Briggs was with the City she created the JEDI team that had approximately 20 people or more in the overall group, after about a year there were 4 subcommittees that were created, Organizational Culture, Education, Policies, and a Community Outreach group. The overall team chose which of these subcommittees they wanted to be a part of.

When Dr. Briggs announced her departure all subcommittees fell to the wayside with the exception of the JEDI: Organizational Culture workgroup.

The JEDI: Org Culture subcommittee is the only one that continues to meet and continues to work on bringing new initiatives to the City based on information we have collected from our peers. Currently our Org Culture workgroup consists of six employees that want to see an improvement in the organizational culture within the city and have a strong stance on the group continuing to push forward.

Some items the Organizational Culture workgroup has done:

- 2022 Employee Survey
- 2023 MLK Day in service training session
- Mentorship Program

Items our group is continuing to discuss to create further initiatives:

- CliftonStrengths assessments for employees
- Training lists and communication
- Review process/360 reviews

All initiatives that are talked about in the Org Culture workgroup were brought about by information provided to us in the 2022 Employee Survey and are things our employees were passionate about wanting for themselves throughout the city.

Our MLK day in service training was focused around CliftonStrengths and how it takes all sorts of different strengths to benefit one task and how knowing that information strengthens the team. We are also looking into bringing CliftonStrengths assessment to all city employees so that the teams can utilize the information to become efficient and also make sure that team members are given tasks that are not only in their wheelhouse but also something they enjoy doing making the overall team more efficient and happy as well.

The mentorship program has been going for about 4 months now, we have had a 90 day check in with both the mentees and the mentors and all are getting what they were hoping too out of the program. The pairings are focused solely on what the mentee was hoping to get whether that is broader information about how the city works, advancement opportunities or just a need for more support. We currently have 13 different mentor/mentee pairings in our mentorship program at the moment.

Again, please let me know if there are follow up questions or additional questions that I can answer.