



CITY OF
**EAU
CLAIRE**

BIPOC Government Sub-Committee

Meeting Minutes

December 14, 2023 6:00 P.M

Bridges Conference Room, 203 S. Farwell Street, Eau Claire, WI 54701

The Q&A with the City Manager focused on various questions, including the vision for the City and efforts to promote equity, diversity, and inclusion (EDI). Discussion included these questions, answers, and potential recommendations.

- **Question and Answer with City Manager Hirsch**
 - **What is your vision and role with regard to EDI?**
 - City Manager Hirsch, as the Manager, works at the direction of the City Council. As explained by the ICMA, City Managers are hired and directed by the elected city, town, or county council or other governing body to oversee the daily operations of a community or entity. The City Council sets strategic direction, and the City Manager carries it out.
 - The City Council and City Manager have set a goal to be a welcoming city with a workforce representing the diversity of the community. These goals/values is reflected in our Strategic Plan.
 - **What are some opportunities that you see?**
 - The City can play a role in convening partners to problem solve. For example, the City is part of a grant-funded project, called Maternal Child Health Equity, to identify and address equity gaps. We are working in collaboration with the County, the Health Department, the School District, and other partners.
 - The Police Department has done a good job of recruiting a diverse and high performing workforce, and they may be able to share their strategies with other departments.

- **What are the challenges with hiring a diverse and representative workforce?**
 - Difficulty in identifying and addressing any barriers that exist for applicants of different race and gender backgrounds due to legal requirements to exclude consideration of background.
- **Possible ideas related to hiring to consider for final recommendations:**
 - Could use IDI tool (Intercultural Development Inventory) to increase people's awareness of how candidates may be filtered out.
 - May look at "equity literacy" competency that is being used by ECASD.
 - Look into and consider adding to recommendations practices CVTC undertakes to reduce homogeneity in search committees and candidate pools.
 - Hold discussion on key policies, terminology, and making training as applicable as possible.
 - Consider adding a recruiter role in HR, potentially in combination with the EDI position funding.
 - Could incorporate EDI (Equity, Diversity, and Inclusion) into yearly reviews and performance appraisals.
- **Possible ideas related to hiring to general EDI awareness to consider for final recommendations:**
 - Consider giving interested senior staff the opportunity to participate in intensive training, such as ones offered nationally. This may increase the number of people who can spearhead efforts. Also, consider offering staff a volunteer day off and suggest projects that will give people exposure to different settings.
 - Consider formation of EDI-related advisory board. There are a number of Boards, Commissions, and Committees whose role is to inform policy. Others serve a supervisory role, such as the Library or Health Department Boards.
 - Consider shifting the current JEDI group to more of a formal employee resource group, or perhaps work to encourage the role they play in ally ship.
 - Consider carrying out affinity group talks on smaller, more approachable topics like veterans and disability.
 - Look into how different Chippewa Valley organizations could collaborate on EDI, such as adopting a plan or vision with metrics. These could include the City, the County, ECASD, Mayo, Altoona, and others.
 - Discuss interview questions related to EDI and a three-point approach involving the council, department heads, and HR.
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- **Possible next steps:**

- Inviting police officers, for future discussions or collaborations related to EDI.
- Proposal for a work session with the council to discuss thoughts and get their vision on EDI in a 30-minute session, possibly in January.

- **Adjournment:**

- The meeting adjourned at 7:56.