Diversity Training Achievements & Goals!

- **Review**
  - National climate
    - Reviewing national climate of division and racial unrest

- **Research**
  - Discussions & Approaches
    - EMT review & discuss One Virginia Plan

- **Plan**
  - Workforce training Proposal
    - City Manager approves training for Workforce

- **Training & Engagement**
  - EMT Retreat
    - Executive Management meet to assess & discuss current reality

- **Strategic Commitments**
  - Goals established
    - Improve access, climate, training, infrastructure, & community engagement

- **Shared Language**
  - Adopted terms
    - EMT Developed shared language and collective statement

**Timeline:**
- **2020**
  - Employee-led Diversity Training Created
  - Managers Message
- **2021**
  - Improved Communication Access
  - Diversity Website Launched
  - Integrate training into onboarding
  - Review Employee Assessments
  - Establish D.E.I. Committee
- **2021-22**
  - Establish Robust reporting & improvement process
- **2022**
  - 2022
- **2022-23**
  - 2022-23