



MEMORANDUM

TO: Mayor and City Council
FROM: Tom Crawford, City Administrator
DATE: March 30, 2021
SUBJECT: Equity and Inclusion Status Report Quarter 3, FY2021
Response to Resolution R-18-291 Resolution to Support One Community Initiative
and Ongoing Equity Work

Attached is the Quarter 3, FY21 Equity and Inclusion Status Report in response to City Council Resolution [R-18-291](#) - Resolution to Support One Community Initiative and Ongoing Equity Work. This resolution directed the City Administrator to provide quarterly status updates to Council on relevant measures and outcomes concerning community equity initiatives and issues.

cc: Thomas Guajardo, HR and Labor Relations Director
S Sell, Human Resources Service Partner- Diversity, Equity & Inclusion Officer
M Stults, Sustainability and Innovations Manager

Report to City of Ann Arbor Council

City of Ann Arbor Diversity, Equity and Inclusion Status Report

Quarter 3, FY 2021

City Council Resolution [R-18-291](#) – Resolution to Support One Community Initiative and Ongoing Equity Work was approved on July 16, 2018.

The following is a summary of equity advances made for Quarter 3:

Completed Projects:

City Clerk's Office

- Added a new field in the public-facing online Boards and Commissions application for residents. Residents can now enter their preferred pronouns at the time that they first apply for service, ensuring communication from the City is inclusive and welcoming. Since implementing this change, most applicants are entering their pronouns and it has been well received by staff and commissioners.
- The Ann Arbor Citizens Academy (A2CA) was renamed Ann Arbor *Community* Academy prior to the start of its fourth class in 2021. The new name is part of ongoing efforts to ensure that A2CA is welcoming and inclusive to all residents of the community. Planning for 2022 and a post-pandemic return to an in-person format will continue to include evaluation of and changes to the program that focus on equity and inclusion.

Human Resource:

- All Employee Diversity, Equity and Inclusion virtual training conducted, January 2021: *Fundamentals of Diversity* and February 2021: *Unconscious Bias and its Impact in the Workplace* (Conducted by Dr. Shirley Davis and staff from SDS Global Enterprises, Inc.)

Office of Sustainability and Innovations

- Participated in Champions for Change Fellowship
- Food Donation to Ann Arbor Senior Center
- Assisted with Peace Neighborhood Community Center food distribution for neighborhood residents
- Assisted Bryant Community Center with invasive plant removal
- Gave away Emergency Preparedness Kits at Peace Neighborhood Center to low income residents
- Climate Justice Summit Keynote Speaker at Washtenaw Community College entitled "Fighting Environmental Racism with a Just Transition to Carbon Neutrality"
- Donated Energy Efficiency Kits to Meals on Wheels
- Participated on Winchell Park renaming Committee
- Participated in Urban Sustainability Directors Network White Leaders Cohort
- Launched equitable engagement process with other City staff

Parks and Recreation

- Parks & Recreation Services awards scholarships to Ann Arbor residents that qualify. The scholarships are need based and there is no limit on the amount awarded. A scholarship provides a season pool pass, free swimming and skating lessons, and \$10 per week day camp spots, among other offerings. This year 10% of all camp spots were reserved for scholarship recipients. Parks staff are updating the application process and are looking for ways to more actively promote the availability of the scholarship.

Systems Planning and Communications Units

- Advancing Equity: [Equitable Engagement Project Kick-off](#)
- Transportation Commission discussion on [Equitable Engagement](#)
- The city's standard [Demographic Questionnaire](#) was updated to include identifiers that match the census categories.
- 20 City Staff completed their [Foundations in Public Participation](#) training through the International Association for Public Participation (IAP2) by finishing their Techniques for Effective Engagement training online (rescheduled from March 2020). The training emphasizes a wide range of methods to engage. Staff can use this knowledge to develop engagement strategies that promote inclusive community input.

Current or Ongoing Projects:

- DEI Strategic Plan development Qtr. 4 FY21
- Present an equity update to the Disabilities Commission Qtr. 4 FY21
- Continue work with Washtenaw County in the "One Community" efforts- Ongoing
- Continue to work with Neutral Zone and Michigan Works in the development and implementation of Future Corp Youth program.
- Under consideration, making Juneteenth a City holiday
- Parks and Recreation : The process to rename Winchell Park is on-going and names will be brought forward for public consideration in the early summer.