



TO: Mayor and Council

FROM: Milton Dohoney Jr., City Administrator

CC: Laura Orta, Director, Office of Organizational Equity

SUBJECT: Response to R-18-291 Resolution to Support One Community Initiative and Ongoing Equity Work

DATE: April 7, 2025

Attached please find the FY 2025 Quarter 2 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.

As a part of the evolution of the Office of Organizational Equity (OOE), the quarterly reporting structure and content has been and will continue to be revised to improve ongoing measurement, monitoring, and evaluation efforts of equity and inclusion efforts.

The OOE is working with departments to examine opportunities to fold current equity and inclusion efforts into this quarterly report to develop a well-rounded picture of City efforts. Alignment of reporting content to this structure will avoid placing undue burden on the reporting offices/departments/service units.

The OOE provides the opportunity for departments to report data, metrics, and relevant activities on a quarterly basis. The reporting of data and its accuracy is the responsibility of each department or service unit.

The OOE has included the following elements of its work for consideration in this quarterly report.

- Status reporting of OOE activities.
- A reporting matrix for each office/department/unit that includes the status of KPI and development that has provided information to OOE.

- Information the has previously been determined to be essential to monitoring the progress of Ann Arbor equity initiatives.
- Departments can provide additional information about equity focused activities through the OOE reporting mechanism.

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City Administrator Services

Office of Organizational Equity

Initiative	Status
INTERNAL AGENCY INITIATIVES	
RFI for DEI activities	February 2, 2025
Department/unit responses	5 of 27 department/units City Clerk Communications Finance Fire Information Technology
Established Employee Education Resource Groups	On hold
Employee DEI committee	On hold
OOE Ambassadors Program Implementation	
Ambassadors recruited	19 Recruited
Ambassador training sessions	Training 2, November 19
Pretraining Knowledge Assessment	Administered
Department/service units that report established DEI key performance indicators	Fire Communications (in development)
Integration of Equity Principals in Capital Improvement Plan	Continued participation in the scoring and ranking of projects with integrated equity criteria
Integration of Equity Principals in Non-Union Compensation Study	Continued collaborative leadership with HR in ensuring every aspect of study is done through equity lens
Equity in Parking	Served on Ad-Hoc committee to investigate solutions to resolve inequity issues surrounding parking in Ann/Ashley garage for City employees
Executive Team Level Interviews	Provided input on interview questions, equity in interview process, and served on panel interviews of executive team positions
COMMUNITY ACTIONS/METRICS	
Collection of RFP bidder demographics R-23-232	Conclusion of FY 2025
Established community partnerships	Director is Board member of Embracing Our Differences (EOD) EMU Fellows-F2025 Woodrow Wilson completed fellowship with OOE Director presented to Oakland County Government employees and Oakland County Main Street on the benefits of equity throughout governmental practices
ACCESSIBILITY	
Website Accessibility Report	Website has been transitioned to GovStack

	monitoring for accessibility to be improved post-transition
Number of ADA accommodations requested by employees	0
Number of ADA accommodations requested by public through OOE	0
Disability Awareness and Inclusion Training	Resources disseminated to City departments as a part of continuing education and training
Accessibility Policy Revisions ADA Notice and Grievance Procedure	Completed
Internal agency ADA and accommodation guidance	Supported Clerk's Office election day accessibility efforts LEP consultation to Transportation Department Advised Parks and Recreation about renewal of SnowMatch

Quarterly Language Line Use Statistics

Language Line is telephone interpretation service that allows those with limited English proficiency to communicate with city staff using a live interpreter. Monitoring the demands for interpretation services can indicate community-level changes in composition that are not evident in other measurements.

Language	Calls
Arabic	2
Dari	1
French	1
Mandarin	4
Russian	5
Spanish	8
Ukrainian	1
Grand Total	22

Human Resources

EEOC Data

For Applications Received from July 1 to September 30, 2024 Data sourced from UKG						
Self-identified Race/ethnicity	Number of Applicants	Declined	Hired	Hire rate within Group	Percent of Total Hire	Percent of Applications
American Indian or Alaskan Native	8	5	0	0%	0%	0%
Asian	133	90	1	1%	6%	6%
Black or African American	335	208	1	0%	6%	16%
Native Hawaiian or API	2	0	0	0%	0%	0%
Two or more races	109	66	0	0%	0%	5%

White	1231	776	16	1%	89%	57%
No Response	335	211	0	0%	0%	16%
Total	2153	1356	18	1%	100%	100%

Fire

Established department DEI KPIs	"Establish a recruitment and hiring culture that provides a sustainable pool of candidates to reflect the community."
Additional DEI Training	Half-day training scheduled for March 2025
Notable quarterly activities	
	Employment offer extended to two female recruits, one accepted.

Communications

Established department DEI KPIs	Advance and establish innovative technology and communication strategies to engage all segments of the Ann Arbor community in local government.
Additional DEI Training	Regular contact and advising from OOE around inclusive practices to reach more of our population.
Notable quarterly activities	
Targeted productions	Ann Arbor Inclusive Senior Moments
Accommodation	Assistive listening device available in Council Chamber
Live closed captioning	City Council Transportation Commission Planning House Board of Appeals Human Rights Commission Building Board of Appeals Public Market ICPOC Zoning Board of Appeals Disability Commission
Expansion of closed captioning	Pursuing expansion of cc technology as a part of CTN studio move and technology upgrade in FY27.

Appended Documents

None