

Diversity Equity & Inclusion Program

- Proclamation on Diversity, Equity, and Inclusion by the Mayor and Council
- A **resolution** authorizing the establishment of a Diversity, Equity, and Inclusion (DEI) program for the city of Powder Springs, reflective of the city's strategic priority of creating an atmosphere of community and its commitment to DEI
- **Program**
 - The HR department and/or the Executive Director of DEI shall lead the implementation of the DEI program
 - A committee of diverse members of the community and the city staff shall be formed to provide recommendations and feedback on the city's DEI program
 - The city's DEI lead shall lead this committee
 - The committee shall provide input for action plans for the DEI program
 - The DEI program shall be written out and reviewed by the City Manager and approved by the Mayor and Council
 - The program will include the following elements and intervals of activity:
 - A Quarterly report on the DEI program shall be presented to the City Manager by the DEI lead
 - Annual Report on the program shall be presented to the Mayor and Council
 - The annual report shall include progress on goals and adjustments necessary to fulfill the city's commitment to DEI.
 - The annual report shall be included in the city's annual report
 - Annual training hosted by the HR department in collaboration with with the DEI lead for all employees on the subject of DEI
 - A line item in the budget shall reflect funding for training
 - Annual review of policies to assess for practices contrary to DEI
 - Review of existing policies and consideration of new policies
 - HR policies in recruitment, interviewing, retention, and promotion
 - Purchasing policies to assess for barriers to diverse vendor and contractors' opportunities with the city
 - A minimum of two community engagement events per calendar year reflective of the diverse community of Powder Springs.
 - Events can include but are not limited to the following:
 - Partnership and or outreach activities
 - Events through the Parks Department such as Juneteenth and Hispanic Heritage Festival

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- A selection of the DEI activity or event of the year to celebrate champions of DEI