

Equity Update

*City Council Meeting
May 3, 2022*

Deidra Emerson, Deputy City Manager



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Agenda

- Background
- Goals
- Accomplishments to Date
- In Process
- Next Steps



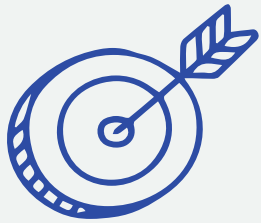
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Background



- Visioning Project
- UpJohn Report
- Community Development Plans
- NRN Final Report
- Race Equity Institute Training
- Equity Retreats
 - May 2019
 - October 2019

Goals



- Institute organizational policies and processes to ensure equity and accountability
- Cultivate a thriving workforce within the City of Waco that ensures racial equity
- Improve the quality of life outcomes through racial equity initiatives

Accomplishments To Date



Added Equity as a Strategic Goal



Realignment of Assistant City Managers to create a focus on equity



Staff participation in Race Equity Institute Training



Members of Government Alliance on Race & Equity



Established Small Business Recovery Grant Program

Accomplishments To Date



Established minimum wage of \$15/hr. with WMCEDC for incentivized projects



Established equitable water rates



Implemented Lead Is Preventable Program



Negotiated “Ride for Free” Program with WISD, MCC and TSTC with Waco Transit

Accomplishments To Date



Implemented Rental/Mortgage Assistance Program



Increased employee minimum wage to \$15/hour for all positions



Implemented NEOGov – HR Hiring Platform



Increased diversity of department heads

In Process



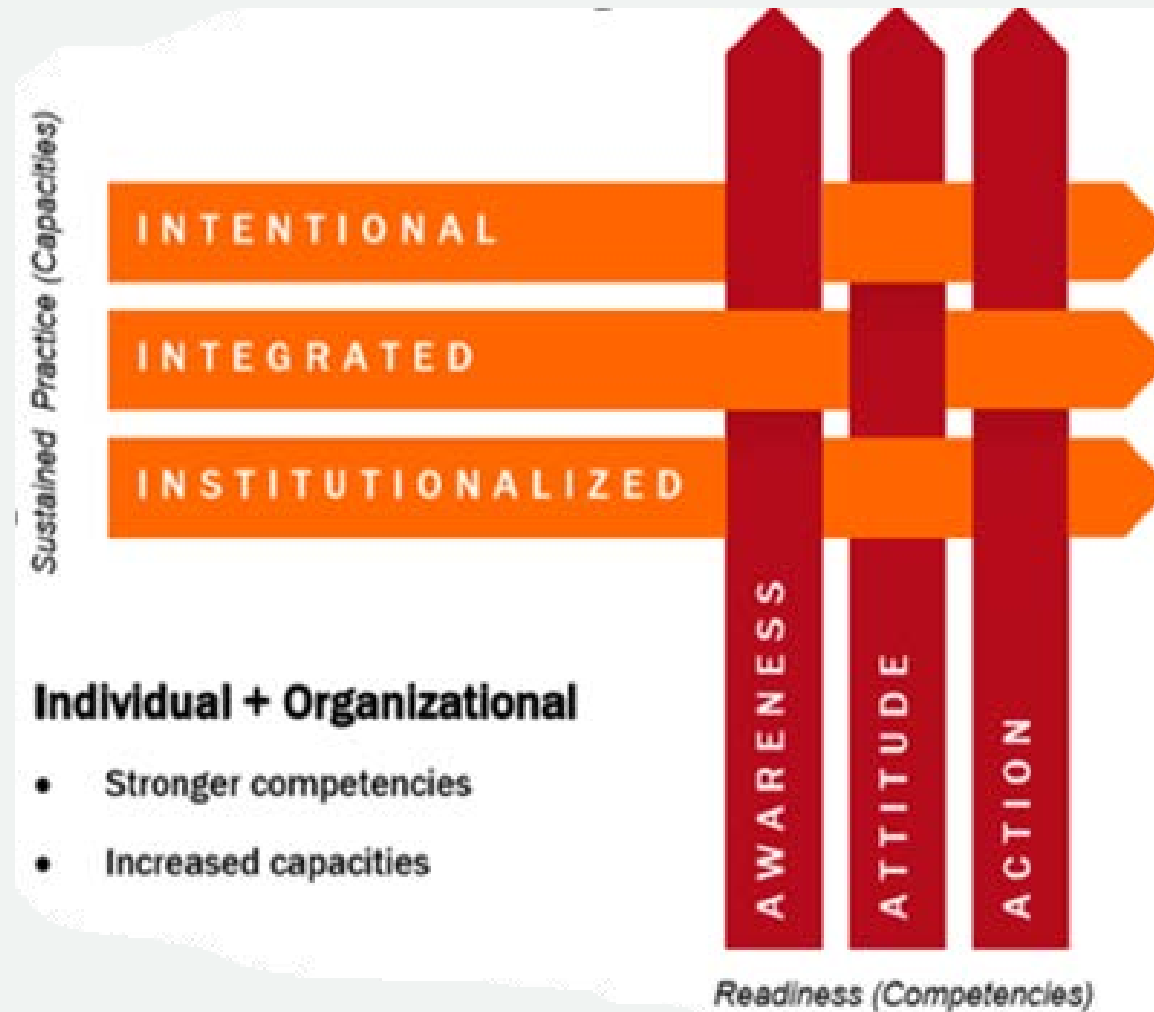
- HR Hiring Video
- Equitable Economic Development Study
- Disparity Study
- Health Equity Training in the Public Health District
- Homelessness Strategic Plan

Next Steps



- Establish Employee Equity Core Team
- Develop Internal Equity Resources
(training, resource library, etc.)
- Develop a Racial Equity Strategic Plan
- Develop a Language Access Plan
- Explore Implementing
Welcoming Week activities

Employee Equity Core Team



Employee Equity Core Team



- The group will be comprised of employees who have applied to serve on the team.
- They will provide thought leadership, guidance and recommendations to the Executive Sponsor
- They will promote activities and model behaviors and share any lessons learned or resources to support the work of the organization.



QUESTIONS



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