

# Justice, Equity, Diversity & Inclusion Action Plan

RFP P10-22/23



City Council Workshop

# Today's Presentation

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Equity & Inclusion Efforts

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Our Why

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Goals & Scope of Work

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RFP Process & Selected Consultant

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Next Steps

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Justice, Equity, Diversity & Inclusion Strategic Action Plan

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# Chula Vista

## *Examples of Our Equity & Inclusion Efforts*

- Certified Welcoming City
- Adopted Digital Equity and Inclusion Plan
- Developed Climate Equity Index
- Veteran's Park inclusive playspace
- Additional efforts (e.g., inclusive economic development work with Harvard Bloomberg and elimination of library fines)
- ARPA Spending Plan allocated funds for this effort





# Our Why

## **Internal: Operational**

- Foster an inclusive workforce to create an environment where all employees are welcomed and comfortable in who they uniquely are
- Leads to better collaboration, engagement, morale, diverse perspectives for improved outcomes, increased productivity resulting in better service to the community and all customers working with the City

## **External: Community-serving**

- Understand the diverse needs and perspectives of all members of our community so that we are better able to serve them, leading to better relationships/trust and improved quality of life
- Inequities are addressed and responded to in order to improve outcomes and quality of life for underrepresented populations



# Our Why

- Budgeting and resource allocation
- Communication and civic engagement
- Digital equity and inclusion
- Education
- Employment
- Health
- Housing and land use
- Inclusive economic development
- Internal practices
- Mobility and transportation
- Public safety
- Racial and social justice
- Sustainability and environmental justice

# Short Term Goals

- Baseline report
  - Cultural Assessment
  - Structural Assessment
- Community outreach
- Develop an internal JEDI Guidance Council
  - Collaborate to create a statement of intent and unifying definitions
- Identification of appropriate metrics & KPIs
- Develop a five-year JEDI Action Plan

# Long Term Goals

- Organization-wide commitment to sustain the JEDI strategy
- Develop a sustainable training strategy
- Implementation of training strategies
- Long term monitoring and evaluation measures



# RFP Process

CVMC Section 2.56.110

FEBRUARY 21, 2022

MARCH 14, 2022

MARCH 21, 2022

MAY 31, 2022

JUNE 22, 2022

JULY 19, 2022



RFP advertised  
on PlanetBids



Mandatory pre-  
submittal  
conference



Submittal  
deadline



Interviews






Notice of intent  
to award



City Council  
award



# Selected Consultant

-  Tribesy is a women-owned general partnership firm with Reena Doyle and Gail Watts as co-founders and the firm's primary consultants.
-  30 years experience in diversity, equity and inclusion working for city governments and nonprofits
-  Tribesy has impacted 20 million people through their work with government agencies, the education industry and nonprofits

# Scope of Work

Key Deliverables



1

Organizational  
Assessment



2

Community &  
External Stakeholder  
Assessment



3

Training & Coaching



4

Analyze Policies &  
Systems



5

Strategic Action  
Plan

# Scope of Work

Project Phases



# Next Steps

- Cultural Assessment
- Structural Assessment
- Additional Community Outreach
- 1:1s with new Councilmembers
- JEDI Guidance Council

CITY MANAGER  
MARIA KACHADOORIAN  
INVITES YOU TO JOIN THE  
CITY OF CHULA VISTA'S

# JEDI GUIDANCE COUNCIL

PROMOTING  
JUSTICE-EQUITY-DIVERSITY-INCLUSION  
CITY-WIDE



[SIGN UP HERE!](#)

# JEDI Guidance Council

- Developing the City of Chula Vista JEDI Lens
- Soliciting input from colleagues
- Various JEDI presentations to key stakeholders
- Developing the City of Chula Vista's Strategic Plan

# Questions?

# Thank you!

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