

**CITY COUNCIL WORK SESSION
MAY 16, 2023 – 6PM
SPECIAL WORK SESSION
Robbinsdale City Hall
4100 Lakeview Avenue North**

A G E N D A

1. CITY COUNCIL SPECIAL WORK SESSION CALLED TO ORDER BY MAYOR PRO TEM
2. Discussion: Diversity, Equity, and Inclusion (DEI) Efforts
3. ADJOURNMENT



City of Robbinsdale

TO: Mayor and City Council

FROM: Tim Sandvik, City Manager

DATE: May 16, 2023

RE: Diversity, Equity, and Inclusion (DEI) Efforts

Background:

The City Manager has been providing updates on DEI staff-efforts over the past year, and at the March 20, 2023 Goal Setting Session, Item 4 identified the following as a priority:

- Hire DEI consultant to study organizational efforts and opportunities
 - a. Identify and address gaps in DEI
 - b. Develop a DEI specialist position
 - c. Identify person to track grants and external assistance

At the April 11, 2023 City Council Work Session, Council agreed to set a special Work Session to discuss DEI efforts.

As a reminder, over the past year, City staff began an ad hoc cohort to discuss and consider the many considerations and perspectives through the DEI lens. These conversations gained momentum this past summer and fall, and after understanding Council support for these discussions, staff looked to address:

- As an organization ('the City') who do we serve?
- Why is DEI a priority?
- How do we promote DEI efforts?

Studies show that diverse teams and inclusive cultures lead to higher individual performance, with all employees being more engaged and motivated. It is also associated with higher group performance because diversity of thought and experience leads to better decision-making, particularly when compared to more homogenous groups. A diverse workplace is an important asset, since it acknowledges the individual strengths of each employee and the potential they bring to the organization.

Valuing the differences of others is what ultimately brings us all together and can be the secret to a successful, thriving workplace and a fair work culture. Diversity and inclusion (D&I) is more than policies, programs, or headcounts. By being Equitable, we would outpace our competitors by respecting the unique needs, perspectives and potential of all

our team members. As a result, by creating a diverse and inclusive workplace, we as a city can earn deeper trust and more commitment from our employees. Further, when considering “the City”, it’s important to consider who we serve. From the City Council to all City staff, we recognize we serve residents, business, and visitors to our community. Additionally, these efforts lend a lens to our internal operations, through recruitment and retention.

While not exclusive, staff has frame efforts into:

- Policy Making (City Council)
- Recruitment/Retention (internal operations)
- Programs and Services (Public Facing)

At this time, staff is looking for Council feedback on what they may like to see in continued DEI efforts.

A handwritten signature in black ink, appearing to read 'T. Sandvik', written in a cursive style.

Tim Sandvik, City Manager