

Diversity, Equity, and Inclusion Plan 2019 Update



Quick Guide

The *Diversity, Equity, and Inclusion Plan 2019 Update* has six priority areas containing aspirational goals and progress indicators. The following is a summary of goals in each priority area:



Public Engagement

Communications: Celebrate and reflect Beaverton's diversity, promote welcoming and access for all.

Outreach & engagement: Build relationships to reduce barriers, increase trust and promote civic engagement.

Youth engagement: Offer opportunities for youth to build their networks and influence their community.

Leadership development: Invest in new leaders and lay the groundwork for engagement in local government.

Reflective government: Shape policymaking and advisory boards to reflect the community.



City Practices

Reflective workforce: Recruit and retain a diverse workforce across all staff positions.

Diversity in contracting: Reflect the diversity of the business community in city procurement

Culturally responsive workforce: Build capacity to provide culturally responsive services.

Equity framework: Use a framework of equity to guide policy decisions and resource allocation.

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Housing & Livability

Homelessness: Meet immediate needs through collaborative community partnerships.

Affordable housing: Support affordable housing and expand access for marginalized populations.

Homeownership: Increase access to homeownership with a focus on eliminating disparities.

Quality of housing & tenant protections: Support access to rental housing free from discrimination.

Anti-displacement: Develop housing for diverse neighborhoods and reduce displacement.

City planning & policies: Craft city plans and policies to create a livable community for all.



Public Safety

Reflective police force: Recruit and retain an increasingly diverse police force across all positions.

Culturally responsive public safety staff: Demonstrate cultural responsiveness in public safety interactions.

Community engagement: Build trust and ong-term relationships between police and diverse communities.

Transparency: Be responsive and operate with maximum accountability and transparency.

Safety for vulnerable communities: Protect vulnerable populations and actively address issues impacting them.

Public Meetings: Every second Monday of the month

Contact: Alexis D.R. Ball, Equity & Inclusion Manager, Mayor's Office
aball@BeavertonOregon.gov | 503-526-2503

For the full version of the plan, please visit BeavertonOregon.gov/DAB



Economic Empowerment

Education to support careers: Support adult education to build economic self-sustainability.

Entrepreneurship: Provide business development resources for underserved communities.

Wealth gap: Provide targeted programming to reduce the racial wealth gap.



Community Building & Inclusion

Multicultural Community Center: Lay a foundation for establishing a cultural resource center.

Cultural celebration: Promote the celebration and sharing of culture through community events.

Acknowledge diversity in public spaces: Recognize communities of color and shared history.

Newcomer integration: Support the integration of immigrant and refugee populations.

Welcoming city: Promote Beaverton as a welcoming city and support cross-cultural relationship building.

About the Diversity Advisory Board

The Diversity Advisory Board (DAB) exists to advise the city on diversity, equity, and inclusion strategies that improve outcomes for marginalized communities and to assist in strengthening the relationship with communities of color, immigrants, and refugees. The board is composed of 13 members who are appointed for three year terms. The DAB created the city's first *DEI Plan* in their inaugural year in 2014.

