

Diversity, Equity and Inclusion Work Plan Tracking Tool – Updated July 7, 2021

Recommendation	Status	Department	Anticipated Council Meeting Date	Council Accepted
1. Begin Racial & Identity Profiling Act [RIPA] Data Collection by January 1, 2021	In Progress	Police	Sept 20, 2021	* See below
2. Adopt RIPA Model Policies for Bias-Free Policing	In Progress	Police	Sept 20, 2021	
3. Align MVPD Training with RIPA Best Practices	In Progress	Police	Sept 20, 2021	
4. Adopt RIPA Best Practices to Prevent Bias-by-Proxy	In Progress	Police	Sept 20, 2021	
5. Align MVPD Policy Manual with Procedural Justice Best Practices	In Progress	Police	Sept 20, 2021	
6. Align MVPD Use of Force Policies & Practices With 21st Century Policing	Implemented	Police	Sept 20, 2021	
7. Collect & Publicize Comprehensive Data on MVPD Website	In Progress	Police	Sept 20, 2021	
8. Improve Community Access to Civilian Complaint Process	Implemented	Police	Sept 20, 2021	
9. Develop Civilian Oversight of MVPD	Implemented (Alternate Recommendation)	Police	Sept 20, 2021	
10. Investigate & Consider Prior Misconduct in MVPD Hiring Decisions	Implemented	Police	Sept 20, 2021	
11. Assess MVPD Functions & Funding Against Community Needs	Completed	Police	Sept 20, 2021	
12. Develop & Implement A Need-Based Community Service Model and Budget	In Progress	Police	Sept 20, 2021	
* The Police Department items listed above were considered at the April 19, 2021 City Council meeting and will return to Council on September 20, 2021. Review the April 19 Staff Report here.				
1. Immediate Action on Items Identified in the DEI Work Plan	In Progress	City Manager	** See below	
2. Build Internal Capacity	In Progress	City Manager		
3. Transparent Data Collection, Monitoring and Reporting on Strategies and Initiatives	Completed and ongoing	City Manager		✓
4. Add a Racial Equity Analysis to the General Plan Update	Needs Research	City Manager		
5. Coalition-building Across the County to Achieve DEI Goals	Completed and ongoing	City Manager		✓
6. Restrictive Covenants	In Progress	City Manager		
7. Support Financial Empowerment Initiatives for BIPOC Entrepreneurs	In Progress	City Manager		
8. Partner with School Districts to Support & Amplify DEI Initiatives Throughout the Community	Completed and ongoing	City Manager		✓
9. DEI Training Policy for Elected/Appointed Officials and City Staff	In Progress	Human Resources		
10. Expand Diversity Hiring Practices	Completed and ongoing	Human Resources		✓
11. Support Ongoing Efforts to Create and Strengthen Relationships with Marin City Organizations	In Progress	Recreation and the Arts		
12. Multicultural Arts Events, Performances and Displays	In Progress	Recreation and the Arts		
13. BIPOC Arts Festival	Needs Research	Recreation and the Arts		
14. Community Gardens	Needs Research	Recreation and the Arts		
15. Focus on Cultural Diversity	In Progress	Library		
** The items listed above were considered at the May 17, 2021 City Council meeting. Staff will update Council on progress on these items, as appropriate, over the next few months, during our regular City Manager's report. Review the Staff Report.				

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Recommendation	Status	Department	Anticipated Council Meeting Date	Council Accepted
1. Affordable Housing Easement	Needs Research	Planning & Building	July 8, 2021	
2. Home Size	Needs Research	Planning & Building	July 8, 2021	
3. ADUs & JADUs	Already Implemented	Planning & Building		✓
4. ADU Application Process	Already Implemented	Planning & Building		✓
5. ADA	Already Implemented	Planning & Building		✓
6. Rental Inspection	Needs Research	Planning & Building	July 8, 2021	
7. Rental Maintenance	Needs Research	Planning & Building	July 8, 2021	
8. Rent Control	Needs Research	Planning & Building	July 8, 2021	
9. Short Term Rentals	Needs Research	Planning & Building	July 8, 2021	
10. Commercial Buildings	Already Implemented	Planning & Building		✓
11. City-Owned Land	In Progress	Planning & Building	July 8, 2021	
12. Estate Giving	Needs Research	Planning & Building	July 8, 2021	
13. Waive fees	Already Implemented	Planning & Building		✓

The items listed above will be considered at the July 8, 2021 City Council meeting. [Review the Staff Report here.](#)