

Join the City of Mill Valley

Diversity, Equity & Inclusion (DEI) Core Team



What: You are invited to join the City's new DEI Core Team – a group of City staff that will meet once a month to share department and City-wide DEI initiatives and look for ways to collaborate across departments.

Purpose: The Core Team concept comes from the Government Alliance on Race and Equity, a national network of government agencies working to achieve racial equity and advance opportunities for all. The Core Team serves as the engine for change, keeping things on track, moving a diverse community of people in a common direction, and building the movement and momentum to arrive at the destination of equitable outcomes.

When: Our kick-off meeting will be scheduled for the second week of April (date and time TBD), with monthly meetings to follow.

Why: The Mill Valley City Council has made a commitment to act and encourage community action towards eliminating racial disparities, both inside government and in the community. By creating a Core Team, we will continue to build staff and organizational capacity and leverage internal expertise to achieve our DEI Goals.

Who Should Join? All City employees are welcome. We are seeking:

- Diversity across race, ethnicity, gender, ability, sexual orientation and other important characteristics.
- Diversity across departments.
- Diversity in leadership, both emerging and experienced.
- Diversity across work levels, functions and authority.

Additionally, we are seeking individuals who have an interest in:

- Issues of racial and social justice.
- Learning about what other departments are doing and how we may support their work.
- Serving as a sounding board to initiatives that are in development and give constructive feedback.
- Taking on roles of leadership within the group and co-facilitating meetings.
- Gaining personal and professional knowledge and skills while forming relationships across the City's structure.

Who will lead the Core Team?

We would like to begin with a co-coordination model with at least 2 coordinators - *BIPOC representation is important*. Leadership can rotate among the members. We believe that spreading out the leadership—and continually cultivating and developing new leadership—is critical for growing and sustaining racial equity work.

Is this something I would do on my free time or during working hours?

This work is important to the City and core to our success in serving our community. Working with your supervisor, the City will make it a priority to give Core Team members time during working hours to attend Core Team meetings.

I am interested – What's next?

Please email Linn Walsh, Senior Management Analyst in the City Manager's Department at lwalsh@cityofmillvalley.org. Let her know you are interested and if you would like to assist in co-leadership for one or more meetings. If you are not sure, you are welcome to attend a meeting (or more) before committing to join.

Where can I learn more about the City's DEI Initiatives?

Please check out the City's Diversity, Equity and Inclusion webpage www.cityofmillvalley.org/dei