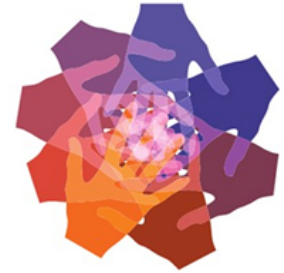


# City of Mill Valley's Commitment to Diversity, Equity and Inclusion

The City of Mill Valley commits to act and encourage community action towards eliminating racial disparities, both inside government and in the community.



## Our Approach:

1. **Operate with Urgency** - Work with urgency to accelerate progress towards the City's DEI goals.
2. **Build Staff and Organizational Capacity** - Build existing internal structures and training to augment existing skills and competencies.
3. **Leverage Existing Resources** - Continue momentum and strengthen partnerships with allied organizations and community members.
4. **Operate with Accountability & Transparency** - Commitment to open and public decision-making, to track and report regularly on DEI initiatives, and provide opportunities for input.
5. **Achieve Goals with Scaled Approach** - Focus on efforts that are appropriately scaled and within City jurisdiction.
6. **Institutional Approach** - Work across all City departments and divisions, with a focus on examining existing City policies and procedures to eliminate racial disparities.

## Overview of Process To-Date



## DEI Core Team

Supporting the City's DEI work is the DEI Core Team - a group of staff members that meet monthly to:

- Share department and City-wide DEI initiatives (Work Plan Initiatives: policies, programs, services, actions)
- Look for ways to collaborate across departments
- Serve as a sounding board to initiatives in development and give constructive feedback
- Raise employee awareness of the City's goals related to DEI, and the DEI initiatives related to respective departments.

City employees are welcome to join the DEI Core Team. DEI Core Team meetings take place during working hours and employees are compensated for their time. Email Linn Walsh, Senior Management Analyst at [lwalsh@cityofmillvalley.org](mailto:lwalsh@cityofmillvalley.org).

## Resources:

City DEI Website: [www.cityofmillvalley.org/dei](http://www.cityofmillvalley.org/dei)

Sign up for regular updates on the City's DEI initiatives: <https://tinyurl.com/DEI-eNews>