

Diversity, Equity and Inclusion Work Plan Tracking Tool – Updated December 15, 2021

DEFINITIONS:

In progress – Staff is actively working on the initiative/anticipates future work to implement

Implemented, Completed and ongoing - Has been implemented, is now part of regular operations, will continue with periodic updates to Council

Needs research - Needs additional examination, analysis, resources

Community led with some City support – Outside of City scope but appropriate for community members to lead. Council supports idea and City may offer limited support as determined by the City Manager

Recommendation	Status	Department	Council Meeting Date	Council Accepted
POLICE DEPARTMENT				
				* See below
1. Begin Racial & Identity Profiling Act (RIPA) Data Collection by January 1, 2021	Implemented	Police		✓
2. Adopt RIPA Model Policies for Bias-Free Policing	Implemented	Police		✓
3. Align MVPD Training with RIPA Best Practices	Implemented	Police		✓
4. Adopt RIPA Best Practices to Prevent Bias-by-Proxy	Implemented and ongoing	Police		✓
5. Align MVPD Policy Manual with Procedural Justice Best Practices	Implemented and ongoing	Police		✓
6. Align MVPD Use of Force Policies & Practices With 21st Century Policing	Implemented and ongoing	Police		✓
7. Collect & Publicize Comprehensive Data on MVPD Website	Implemented	Police		✓
8. Improve Community Access to Civilian Complaint Process	Implemented	Police		✓
9. Develop Civilian Oversight of MVPD	Implemented (Alternate Recommendation)	Police		✓
10. Investigate & Consider Prior Misconduct in MVPD Hiring Decisions	Implemented	Police		✓
11. Assess MVPD Functions & Funding Against Community Needs	Completed	Police		✓
12. Develop & Implement A Need-Based Community Service Model and Budget	Implemented	Police		✓
* The Police Department items listed above were considered at the April 19, 2021 City Council meeting. Review the April 19 Staff Report and on October 18, 2021 Review the Oct 18 Staff Report . Future updates will return to Council as needed.				
CITY MGR, HUMAN RESOURCES, RECREATION & ARTS, LIBRARY				
				** See below
1. Immediate Action on Items Identified in the DEI Work Plan	Implemented and Ongoing	City Manager		✓
2. Build Internal Capacity	Implemented and Ongoing	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	Consider during next GP Update	City Manager	TBD	
5. Coalition-building Across the County to Achieve DEI Goals	Completed and ongoing	City Manager		✓
6. Restrictive Covenants	Completed	City Manager		✓
7. Support Financial Empowerment Initiatives for BIPOC Entrepreneurs	Implemented and Ongoing - Chamber led with some City support	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	Implemented and Ongoing	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	Implemented and Ongoing	Recreation and the Arts		✓
12. Multicultural Arts Events, Performances and Displays	Implemented and Ongoing	Recreation and the Arts		✓
13. BIPOC Arts Festival	Community led with some City support	Recreation and the Arts		✓
14. Community Gardens	Ongoing	Recreation and the Arts		✓
15. Focus on Cultural Diversity	Implemented and Ongoing	Library		✓

** The items listed above were considered at the May 17, 2021 and the December 6 City Council Meetings. [Review the May 17 Staff Report](#). [Review the December 6 Staff Report](#)

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Recommendation	Status	Department	Council Meeting Date	Council Accepted
PLANNING & BUILDING				*** See below
1. Affordable Housing Easement	Implemented/Ongoing	Planning & Building		✓
2. Home Size	Not recommended for further consideration	Planning & Building		✓
3. ADUs & JADUs	Already Implemented	Planning & Building		✓
4. ADU Application Process	Already Implemented	Planning & Building		✓
5. ADA	Already Implemented	Planning & Building		✓
6. Rental Inspection	Implemented/Ongoing	Planning & Building		✓
7. Rental Maintenance	Implemented/Ongoing	Planning & Building		✓
8. Rent Control	Not recommended for further consideration	Planning & Building		✓
9. Short Term Rentals	Needs Research	Planning & Building	TBD	
10. Commercial Buildings	Already Implemented	Planning & Building		✓
11. City-Owned Land	In Progress	Planning & Building	TBD	
12. Estate Giving	Community led with some City support	Planning & Building		✓
13. Waive fees	Already Implemented	Planning & Building		✓
14. Community Land Trust	Community led with some City support	Planning & Building		✓
*** The items listed above were considered at the July 8, 2021 City Council meeting. Review the July 8 Staff Report				