

Salt Lake City Mayor's Office of Equity & Inclusion

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CHIEF EQUITY OFFICER



STAFF UPDATES

- New Chief Equity Officer search underway
- New Policy Advisor for Refugees and New Americans, Roxana Orellana
- New Know Your Neighbor Volunteer Coordinator, Kristen Hansen
- Job posting currently open for candidates to apply on HR's websites for the Language Access Coordinator position
- Equity Manager Transition December 2022

Citywide Equity Plan Update

- Keen Independent Research team has concluded meetings, workshops, and surveys with department directors, city staff, community organizations, and community members. They have reviewed and organized all feedback, analyzed data, and completed related literature reviews to be included in the plan with recommendations and best practices.
- Next: GARE Ambassadors, Cabinet Members, and City Staff will receive the draft over the next two weeks for revisions and feedback.
- The equity plan is forthcoming to the Mayor and City Council for review.

Racial Equity In Policing Commission Update

- Phase II = Review, adoption, and implementation of Phase I recommendations, outlined in the [Phase I Report](#)
- Over the past year, REP Commissioners and SLCPD have worked collaboratively to follow-up on recommendations currently in progress and track those that are up next for implementation.
- While SLCPD has integrated and implemented many of the recommendations from Phase I, as highlighted in the [Phase I Response](#), we learned that it is more feasible to focus on completing at least 1-2 institutional changes per year.
- Commissioners continue to be integrated into the City through their participation in hiring committees, budgetary reviews, policy recommendations, and review of the MOU for school resource officers with the Senior Advisor for Education.

Human Rights Commission Update

- Human Rights Day Celebration
 - ❖ Save the Date: Saturday, December 10, 2022 (6pm-8pm, MT)
 - ❖ Location: Sorenson Unity Center
 - ❖ Theme: “Advancing Human Rights”
 - ❖ Nominations for the event closed on October 31st, and the HRC has voted on the award recipients.
- HRC’s annual end of year report is complete and has been voted on by the commissioners for approval. The report is forthcoming to the Mayor and City Council for consideration.

Language Access Update

- SLC [Language Access Administrative Policy](#) was approved and added to City's policy manual in September; An implementation plan and procedures have been drafted.
 - Each department has named a Language Access Liaison to work with the Language Access Coordinator as implementation begins.
- Accounts with language services vendors have been set up for most city departments to include Language Line Solutions
- Next: Draft and finalize training materials for all City employees as well as specific public-facing positions

ADA Update

- ADA Coordinator Certification
- First Annual White Cane Walk
- Virtual Accessible Meeting Guide and Accessible Public Events Checklist
- Communications and volunteer efforts around snow removal in public right of way
- SLC Mobile App: digital accessibility improvements for residents and visitors
- Citywide policy review: coordinating data collection of departments and divisions policies in the areas of General Nondiscrimination, Effective Communication, Web Accessibility, and Program Accessibility

Government Alliance on Race and Equity (GARE) Update

- Facing Race: A National Conference November 17th-19th (Arizona) – presented by [Race Forward](#), home of the Government Alliance on Race & Equity (GARE) Network
- Salt Lake City's GARE Ambassadors are focused on compiling equitable best practice recommendations as it relates to marketing, recruitment, and outreach. The recommendations are being shared with department leaders and staff for feedback. Once finalized, the recommendations will be shared with Mayor Mendenhall, Human Resources, and City Council for future consideration.

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