



# Eureka City Council Diversity, Equity & Inclusion Project

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# Project Overview

Consultation  
Info Gathering  
Initial Report

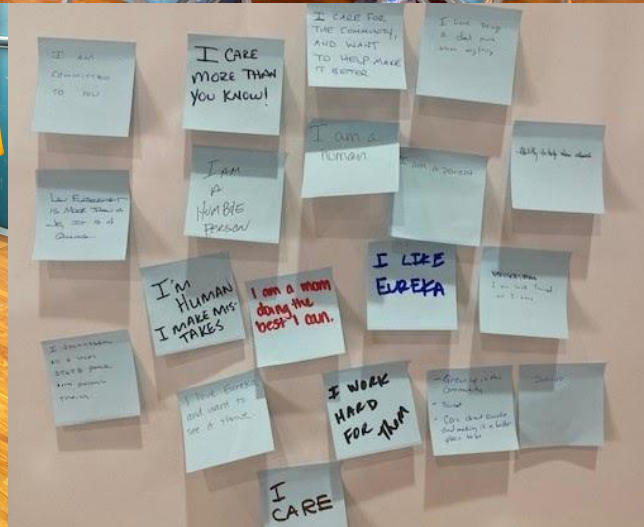
Mission,  
Vision and  
Values

Workshops  
Racial Justice  
Implicit Bias  
Procedural  
Justice

Self-Guided Learning  
Leadership for  
Inclusion  
Final Report

*Community Events and Ongoing Consultation...*

# Phase Three Education Sessions



# Phase Four Leadership Summit



Now called the

*Humboldt Equity  
Consortium*

## Phase Four Final Report - Survey Results

- 80% “City is committed to having and supporting a diverse workforce” up from 58% in 2020.
- 77% “City respects individuals and values their differences” up from 60%.
- 83% “I am proud to work for the City” up from 81%.
- 87% “Feel like I am accepted by my coworkers for who I am” up from 80%.
- 80% “Feel like I belong in my work community” up from 77%.

## Phase Four Final Report - Leadership

*“City leadership communicates a vision that motivates me.”*

63% strongly agreed or agreed. Up from 39% in 2020.

*“City leadership keeps employees informed.”*

58% strongly agreed or agreed. Up from 40% in 2020.

## Phase Four - Other Accomplishments

- Humboldt Equity Consortium and the Bay Cities Leadership Academy
- Unifying Vision Statement and shared values
- Police educated on issues related to race, equity and inclusion
- Two new paid holidays: César Chávez Day and Juneteeth (and Juneteeth community event)
- City Manager Miles Slattery has consistently communicated with the larger Eureka community about the equity and inclusion program
- Between 95-100 City employees (almost half of approximately 200 full time staff) participated the diversity, equity and inclusion programming
- A land recognition is being presented at every City Council meeting
- Four of nine department leaders are women

# Phase Four Final Report - Key Recommendations

- Engage Department heads and leaders
- Hire a Diversity, Equity, Inclusion and Accessibility lead. Join G.A.R.E.
- Expand performance reviews to include participation and leadership in DEI.
- Gather demographic data for candidates through all stages of an employee's lifecycle
- Establish a mentoring program and create Affinity Groups.
- Conduct an annual staff survey
- Celebrate cultural groups, societal milestones, and holidays
- Offer monthly brown-bag lunches with leaders
- Continued focus on shared values and the Vision Statement as the “north star.”
- Continually improve recruitment, hiring, and retention processes



## Next Steps...

Continued  
Education  
2x year

Consultation  
and Support

Focus on  
internally-driven  
programs

Keep moving  
toward the  
“North Star”

# Eureka Work Community Vision Statement

We envision an inclusive community where everyone's fundamental needs are met, where our employees respect and celebrate all walks of life, where everyone can grow and thrive, as we work with integrity for the good of Eureka.

Questions?