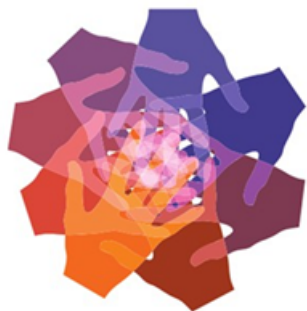


## News

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### DEI Initiatives Update - May 3, 2021



The City of Mill Valley commits to act and encourage community action towards eliminating racial disparities, both inside government and in the community. The City Council has identified Diversity, Equity and Inclusion (DEI) initiatives as their top priority, and staff provides regular updates to the City Council and community at each City Council meeting.

A summary of this information will be shared tonight at the City Council meeting during the City Manager's Report. [Participate.](#)

#### Work Plan Update:

##### **Building Organizational Capacity**

We continue to build internal structures and leverage existing resources to move DEI initiatives forward. Two examples include:

- DEI Working Group, which consists of two Councilmembers, City Manager Piombo, and staff members will meet two times this quarter to report on progress and receive input and direction.
- DEI Core Team, which consists of City staff from all departments that will meet regularly to share & collaborate on DEI initiatives. We had our kick off meeting last week and plan to meet monthly.

##### **Operating with Accountability & Transparency**

Here is the schedule of [Work Plan](#) updates to Council:

- May 17 - Review of recommendations under the purview of the Library, Arts & Recreation Department, Human Resources, and City Manager's Office.
- June 21 - Review of recommendations related to affordable housing, under the purview of the Planning and Building Department
- Late Summer (tentative) - Follow up review of recommendations under the purview of the Police Department after RIPA data is available.

View the [DEI Work Plan Tracking Tool here.](#)

##### **Recreation**

- Interim Director of Arts and Recreation, Sean McGrew met with members of the Arts & Recreation Subcommittee of MVFREE to share an update and seek their input. The group covered a wide range of topics and plans to meet again soon.
- The Parks and Recreation Commission has requested a DEI update as a standing item on their agendas. You can catch their next meeting on May 5, 2021 at 6:30 PM and [view the Agenda here](#).
- On April 29th, Mill Valley Recreation, [Soma Aquatics](#) and [Play Marin](#) started a swim program for Marin City youth at the Community Center.

### **Public Works**

- Phase II of the Downtown Project is underway! This phase will focus primarily on the Downtown curb ramp improvements located outside of the Lytton Square and The Depot Plaza areas. These curb ramps will be upgraded to meet current Americans with Disabilities Act (ADA) standards. The ADA, enacted in 1990, provides comprehensive rights and protections to individuals with disabilities in the areas of employment, public accommodations, State and local government services, and telecommunications. The goal of the ADA is to assure equality of opportunity, full participation, independent living, and economic self-sufficiency. The City of Mill Valley works to ensure that people with disabilities have access to City programs, services, activities, and facilities. [Learn more about Phase II of the Downtown Project](#) and watch the recording of the recent [Community Meeting](#).

### **Library**

- Marin Poetry Center Presents: Rick Barot & Barbara Jane Reyes on Thursday, May 13th at 7:00 pm. This Poetry Reading Series provides a unique opportunity to hear diverse and unusual sets of readers, pairing local Bay Area poets with visiting poets and writers. [Learn more](#).
- Friends of the Library Book Club will discuss Sea of Poppies by Amitav Ghosh on May 19 at 3:30 pm. [Learn more](#).

### **Police**

- Police Chief Navarro, Lieutenant Haynes and Lieutenant Graf will meet this week with the Law Enforcement Working Group members of MVFREE - to further discuss Police Department DEI initiatives and seek their input.
- Ten members of the MVPD have recently attended an 8-hour course offered through UCLA extension on Cultural Diversity. The course aims to help students understand how biases, stereotyping, and cultural humility concepts impact present-day policing practices. The course focuses on increasing cultural humility, dispelling myths about common stereotypes, and understanding implicit biases. Outcomes of the course include improved community relationships and increased officer safety. Students will learn principled policing techniques and communication strategies to effectively interact with diverse populations.

### **Mill Valley Fire Department/Southern Marin Fire**

- Southern Marin Fire has created an internal Task Force (Core Team), tasked with creating a comprehensive DEI plan - one of the Strategic Initiatives adopted by the Board of Directors. The committee held its kick off meeting on April 28.
- Chief Tubbs is a member of the Mill Valley DEI Core Team. The Mill Valley team held its kickoff meeting on April 27.
- Southern Marin Fire & Mill Valley Fire participated in the second session with the Fredrick Leon Marcus Youth Academy in Marin City. [Learn more](#)
- Chiefs Tubbs, Welch, and Peterson and SMFD President Hilliard all attended the Lexipol Webinar series on Diversity in the Fire Service. The webinars were also made available to staff and Board Directors.

### **Learn more:**

- DEI Initiatives Tracker: Please check out this [Resource Page of City Diversity, Equity and Inclusion Initiatives](#)
- Contact us: Email us at [dei@cityofmillvalley.org](mailto:dei@cityofmillvalley.org).
- Join our email list: [Sign up to receive DEI updates](#).

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## City of Mill Valley



### **Mill Valley City Hall**

26 Corte Madera Avenue

Mill Valley, CA 94941

Phone: (415) 388-4033

Hours: 8:00a.m. - 12:00 noon;

1:00p.m. - 5:00p.m.

Closed Alternate Fridays

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