

## Overview of DEI & Ad-Hoc Committee Efforts:

- At the May 13, 2020 City Council meeting, the board members approved the expansion of the Community Oriented Policing Committee (COMPOC) to address issues of intolerance that occurred in Santee in the Spring of 2020
- To reach that objective, the Council voted for the addition of 4 individuals with diverse backgrounds and experiences as well as training resources and programs to support the goal of learning to address racism
- Resolution 066-2020 was approved in June 2020 whereby the city committed to continuing:
  - To learn about, reflect on, and incorporate ant-racist policies into City government
  - A public process through COMPOC to better understand inequities within the community
- In September 2020, Mayor Minto commissioned a DEI (Diversity, Equity, Inclusion) ad hoc committee to specifically focus on the goals laid out by Resolution 066-2020
- In November 2020, the DEI ad hoc committee submitted to COMPOC a series of recommendations in to affirm the city's commitment to equality, promoting tolerance and denouncing hate speech and racism
  - COMPOC accepted the recommendations and plan
- Plan and roadmap was presented to City Council in January 2021; City Council subsequently committed \$25,000 as seed money toward implementing the plan
- In the fall of 2021 a community-wide representative survey of adult residents in Santee was conducted to provide insight into resident perceptions and experiences regarding diversity, equity, and inclusion in Santee
- Based on the findings from the survey, two workshops were held in November 2021 and March 2022 to provide opportunities for community input and feedback
- Spring /Summer 2022 extract possible Community Values from the two Community Workshops that took place
- Summer 2022 get community feedback on options for Community Values