



DIVERSITY, EQUITY, AND INCLUSION

OUR COMMITMENT

The City of Forest Grove is a friendly and welcoming community for all, with a diverse and vibrant mix of ethnicities and professions; from Latinx, Hawaiian, and Asian to farm families, tech workers, and students.

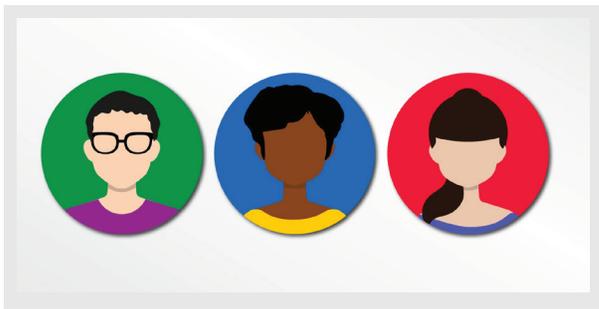
Equity is a core value at the City. In 2017, City Council declared the City “an inclusive community for all persons, regardless of race, color, national origin, immigration or refugee status, religion, sex, gender identity (including gender expression), sexual orientation, mental and physical ability, veteran status, or age.”

This year, the Council reaffirmed their commitment by passing as Goal 1: “Support diversity, equity, and inclusion in the delivery of City services and operations” as a top priority.

The objectives of Goal 1 include:

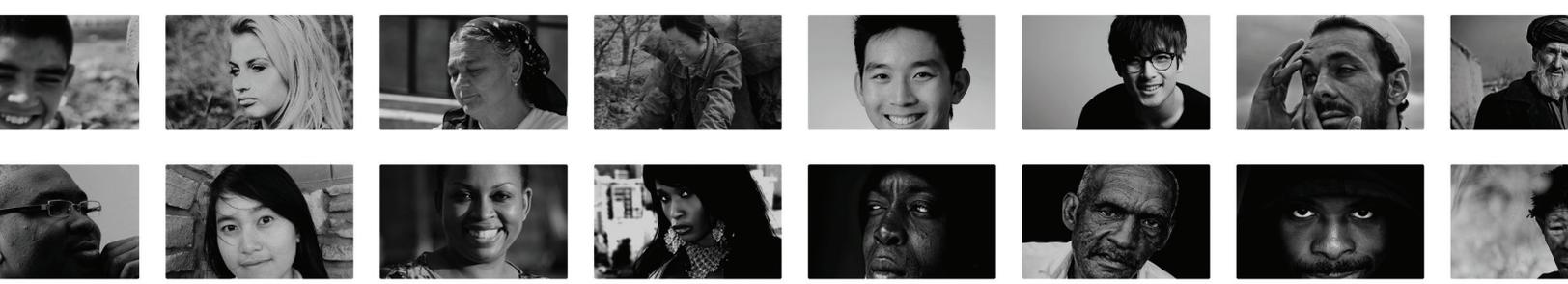
- 1.1 Develop a DEI plan that includes an assessment of hiring practices and equitable delivery of city services and operations.
- 1.2 Continue DEI Advisory Team and internal assessment.
- 1.3 Support training for DEI Advisory Team, Directors, and Council.

The full 2020-2021 City Council Goals can be found on our website.



A place where families and businesses thrive.

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GOAL 1: SUPPORT DIVERSITY, EQUITY, AND INCLUSION (DEI) IN THE DELIVERY OF CITY SERVICES AND OPERATIONS

DEI ADVISORY TEAM

The DEI Advisory Team, composed of representatives from every department, strives to build equitable and culturally inclusive practices, policies, and protocols across the organization and for the residents we serve. The Team contributed to proposals in the budget process that led to additional monies for training and an Equity Plan.

DEVELOPING A PLAN

To put DEI into practice and accomplish the City Council's objectives, the City Council allocated money to develop a DEI Plan. The Plan will include an inventory of what we've done thus far, a value definition to help shape the future, and how to incorporate DEI into the day-to-day delivery of City services. Diversity, equity, and inclusion can invoke different meanings to different people. In an effort to bring people together and find a definition to share, the City will be training staff and the City Council to develop a framework with a common language.

POLICE ACCOUNTABILITY

The City is reimagining policing by bringing more transparency and inclusiveness to our practices. The City Council established a new Community Policing Advisory Commission composed of a broad array of interests including racial justice, LGBTQ, police, business, mental health, and community members. The purpose of CPAC is to address social and racial justice issues, improve safety for all Forest Grove community members, and enhance the relationship between the Forest Grove Police Department and the Forest Grove community through education, awareness, and open dialogue. The Police also invited public comment by posting all their traffic stop data and their use of force policies on the website under FGPD Policies.

LIBRARY OUTREACH

We've revamped the Spanish area in the Library with additional and updated materials and more amenities for families. We're developing a YouTube Channel and Livestreaming to increase access and participation. We are coordinating with the school district to hand out books and materials to families at meal sites. We're providing free wifi access to bridge the digital divide.

TRANSPORTATION ACCESSIBILITY

The City's goal is to have an accessible and safe transportation network for all residents and modes. To achieve this, the City inventoried all of its pedestrian/wheelchair ramps to identify those not in compliance with the American with Disabilities Act. Further, the City incorporated fixing these non-compliant ramps into their annual street overlay program so that each time a road gets resurfaced, the non-compliant ramps get fixed as well. This not only assures the City is in compliance with federal law, but also assures access to all our residents.

RECREATIONAL ACCESSIBILITY

The new Anna and Abby's Yard is a place that everyone can experience inclusive recreation. Individuals with disabilities are given the opportunity to participate in activities in these adaptive environments. The partnerships with Harper's Playground and the Love Rocks Foundation has provided one of the largest public/private funded projects in the history of Forest Grove Parks and Recreation – a welcoming opportunity for all.

BUSINESS ACCESSIBILITY

Adelante Mujeres and the City collaborated on the Action Plan for Equitable Small Business Development project to support the Latino Spanish-speaking community. These efforts are to ensure that this resilient and underserved group shares in the benefits of increased neighborhood development through data analysis, forming networks, and providing leadership development.

WEB PAGE

The City created a web page to highlight the importance of DEI and to feature our Equity Statement, information about our DEI Team, current projects, and future goals. We encourage you to check in regularly for updates.

MOVING FORWARD

The City is making strides to implement DEI. We have some positions that require Spanish fluency at some of our public counters, we're leaders in training Firefighters on new protocols to address gender identification medical treatment, we've implemented a one-of-a-kind Women's Fire Up Boot Camp to encourage participation in the profession, and we're looking forward to more.