



CITY COUNCIL WORK SESSION AGENDA
Work Session - DEI Audit - Phase II Report Presentation

This meeting will be held in-person and virtual.

**25 Crescent Road
Greenbelt, MD 20770**

OR

Virtual Participation

Zoom Webinar Attendees:

**Please submit your request in writing via email to questions@greenbeltmd.gov
<https://us02web.zoom.us/j/83522956743?pwd=TKZd14yCRbNpd8bhtxAqL8A4YPrY6u.1>**

Dial-in: 301 715 8592

Webinar ID: 835 2295 6743

Passcode: 720026

Wednesday, December 18, 2024

7:30 PM

1. Work Session Packet - Diversity, Equity, and Inclusion (DEI) Audit - Phase II Report Presentation

I. Work Session - DEI Audit – Phase II Report Presentation

Suggested Action:

Agenda

- Introductions**
- Council Discussion**
- Questions and Answers**
- Other Items**

[Phase II Report Presentation - Greenbelt-compressed.pdf](#)



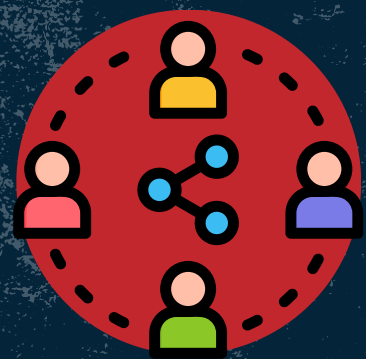
Phase II: Community Impact Assessment Greenbelt, MD



HOW TO USE THIS REPORT



Development of JEDI strategic plan to operationalize these concepts

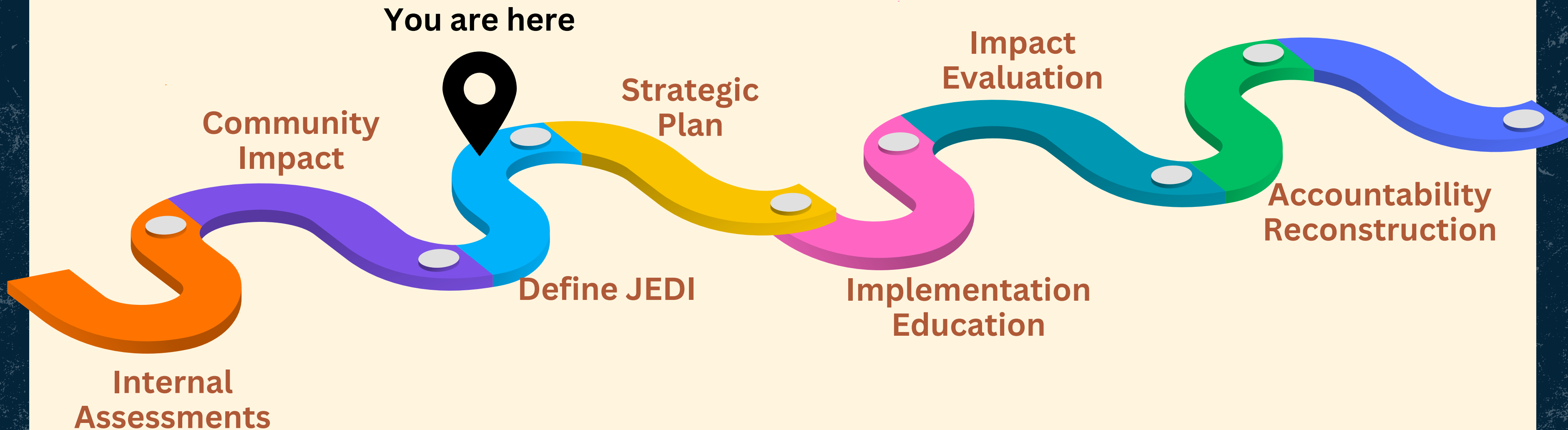


Share with employees, Council, community to ensure transparency



Establishes a baseline of community perspectives (does not negate current city efforts)

JEDI PHASES OVERVIEW



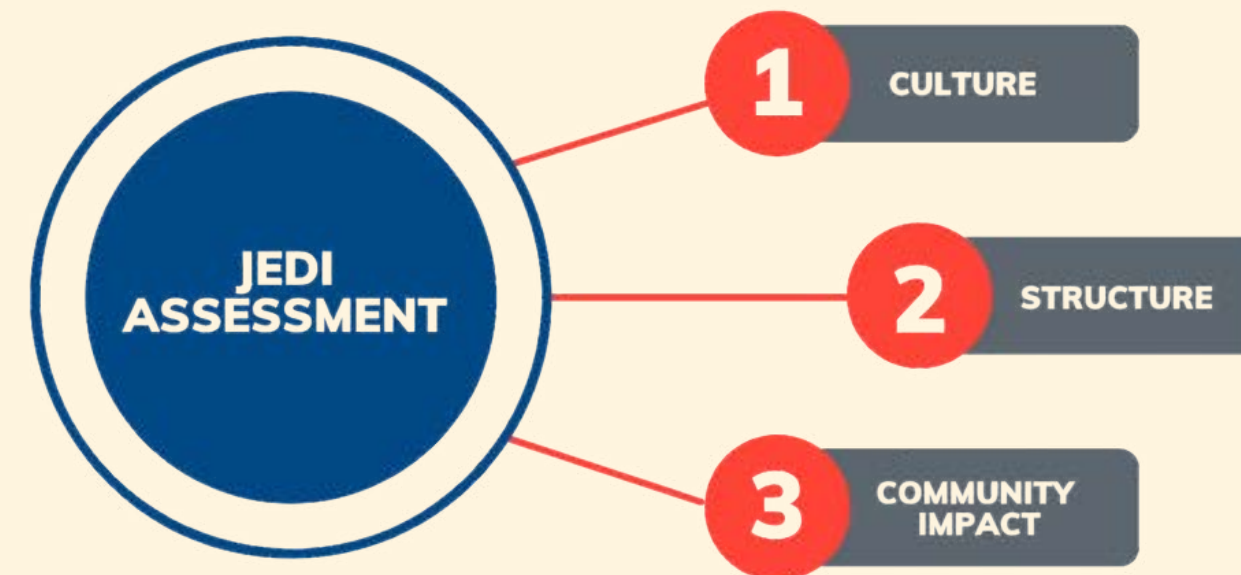
WHAT'S iN THE REPORT

- 1 Setting the Stage -- history of Greenbelt, partnership with Tribesy
- 2 Key Actors -- JEDI organizational transformation process, what and why
- 3 Scene: Phase II Community Engagement -- target audience, communications, data
- 4 Reviews: Bravo, Rotten Tomatoes and the Like -- categories of conversations, trends in feedback (strengths, gaps, opportunities, threats)
- 5 Trailer to Phase III - how to use this report, golden nuggets, root causes, rifts, moving forward

PURPOSE

The purpose of a community impact assessment:

- Component of a full organizational assessment
- Determine effects of city structure and culture on community
- Focuses on groups that have been systemically excluded, marginalized and/or vulnerable

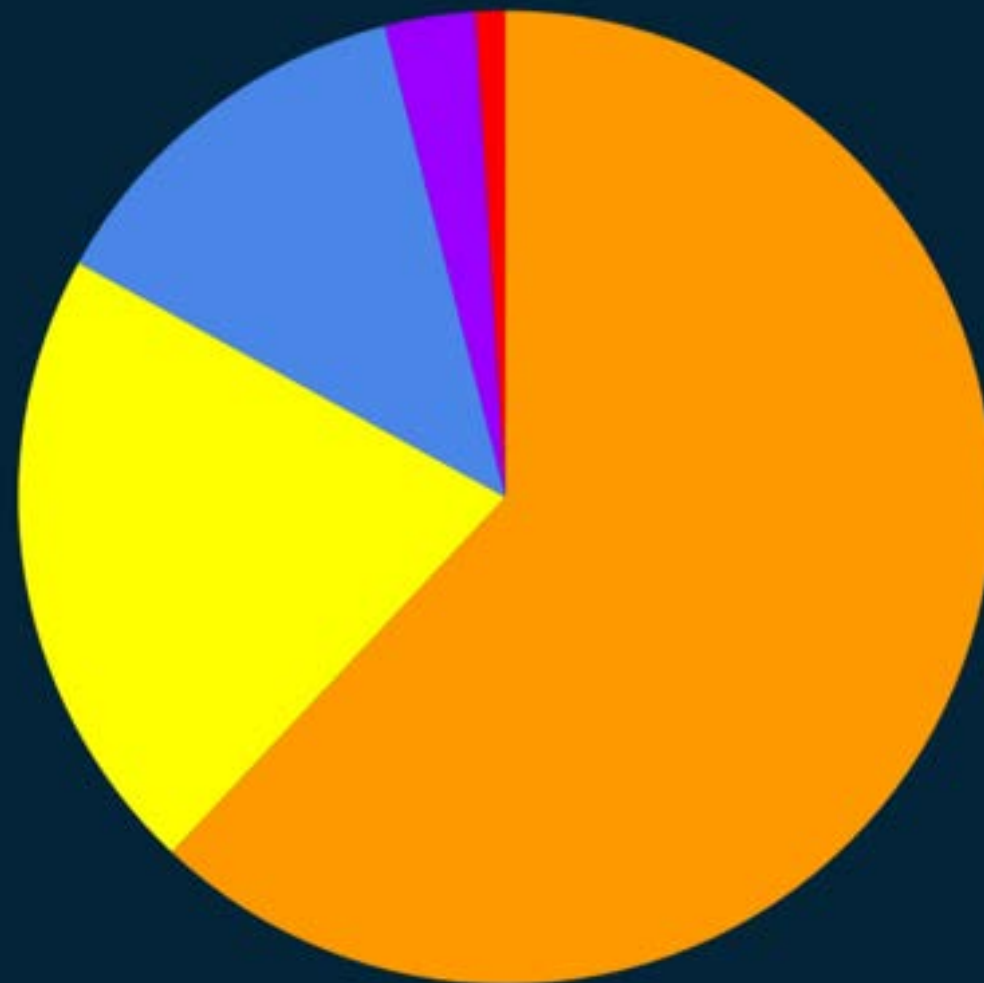


DATA

91 people

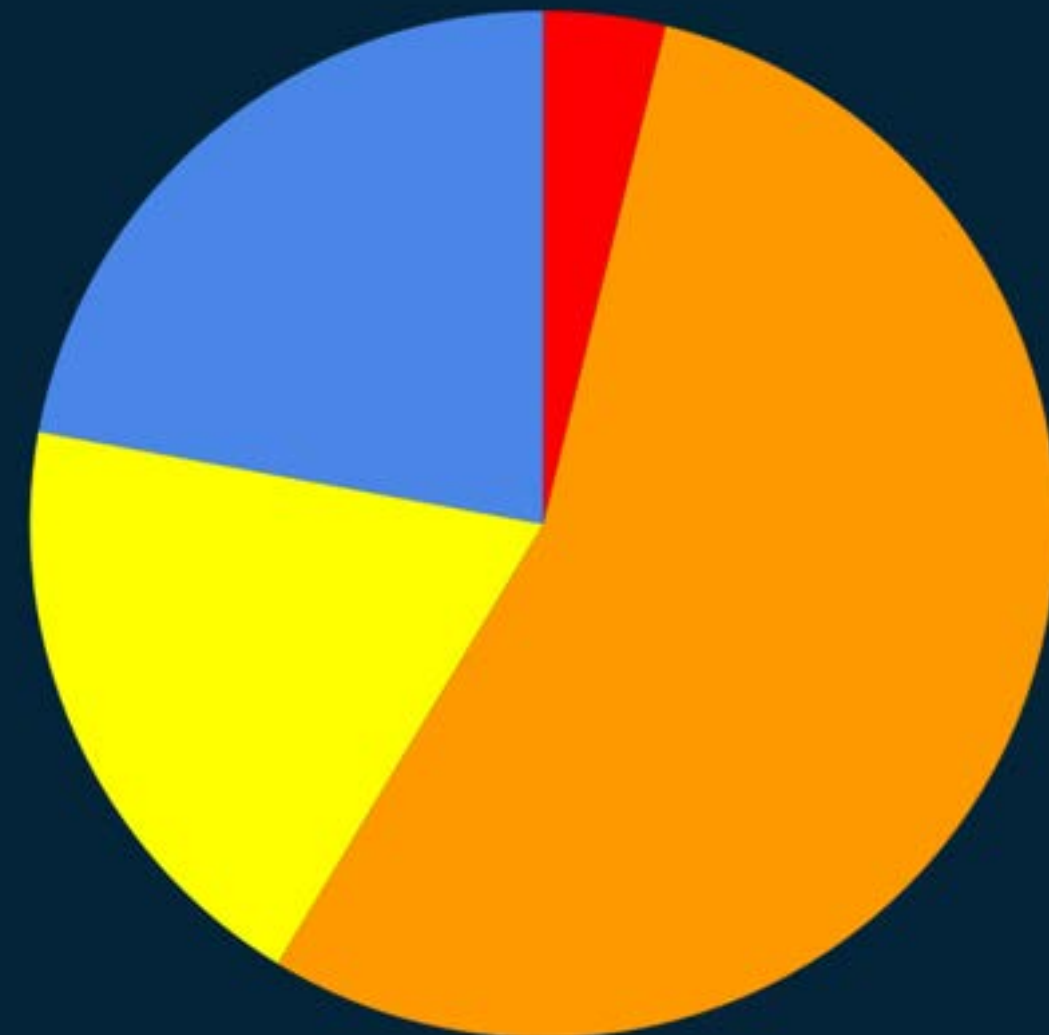
Race

● African Diaspora ● White ● Colonized by Spain
● Other/unknown ● Asian

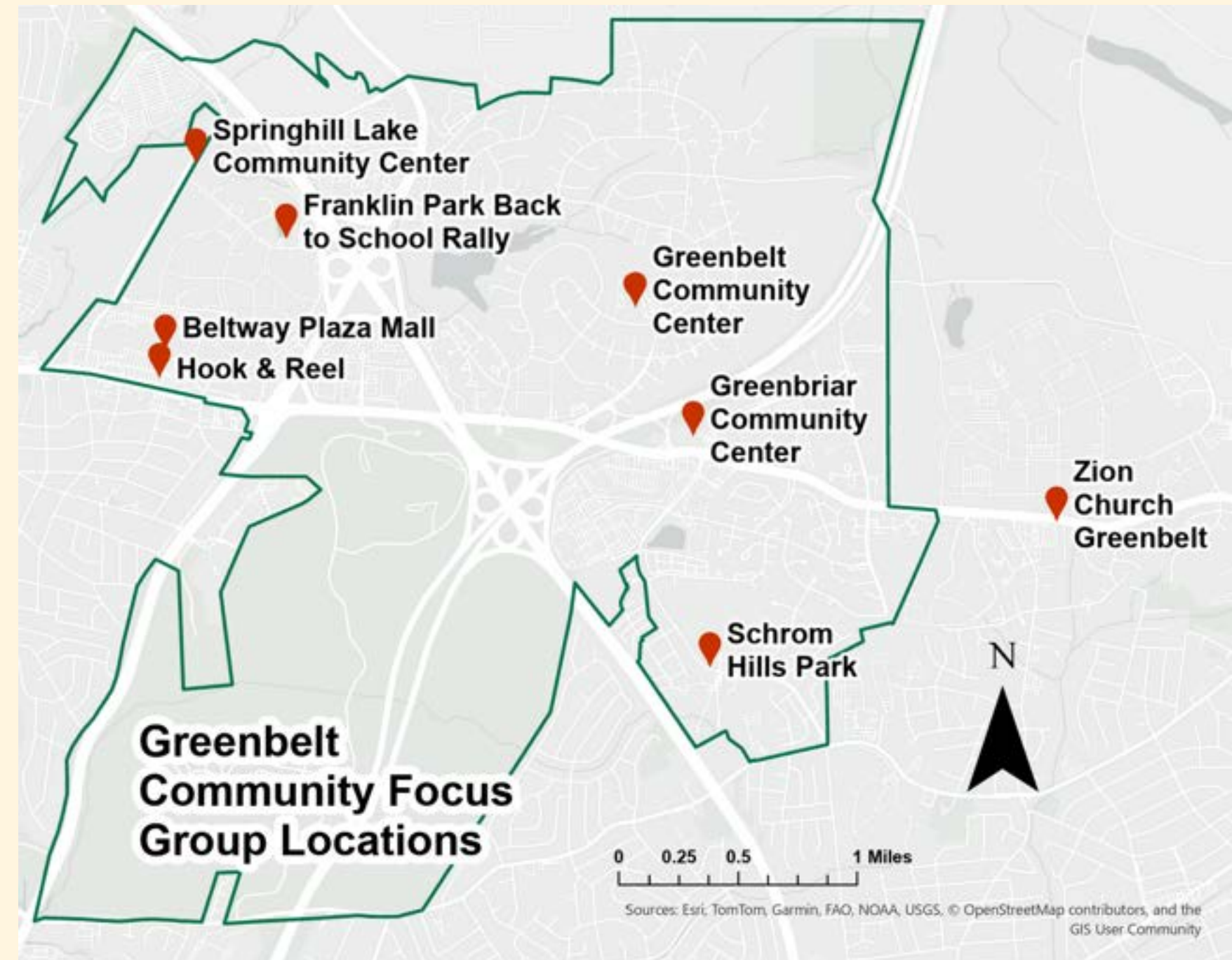


Age range

● 20s ● 30s & 40s ● 50s & 60s ● 70s & older



LOCATIONS



- City Events
- Recreation
- Voter in the last election
- Transportation
- Public Safety
- CARES
- Surveys/Communications
- City Council
- History of Greenbelt...Impact of today
- Future Greenbelt
- Anything else they would like to share



TOPICS OF COMMUNITY CONVERSATION

ASSESSMENT LEVELS



Level 5: Demonstrating national / global exemplary practices and accountability. Has fully infused JEDI into daily organizational functions.

Level 4: Pro-JEDI
Implementing JEDI systemically and showing improved results and impact beyond what is required or expected.

Level 3: A spectrum of JEDI activity but a lack of systemic coordination.

Level 2: There are the beginnings of JEDI efforts. However the efforts may be stifled due to an inability to do more than the minimum for various reasons.

Level 1: There has been little to no progress in JEDI work.

Greenbelt Community Impact

Level 2

STRENGTHS

- Small Town Feel
- Parks and Trails
- Services for Seniors
- Community Policing
- Accessible Events
- JEDI focus groups

GAPS

- Communication, Communication!!!
- Inclusivity in City Events
- Recreation Disparities
- Affordability
- Safety at Night

OPPORTUNITIES

- Enhanced Communication
- Community Building
- Transportation Improvements
- Youth and Family Engagement
- Police-Community Relations

THREATS

- Explicit Divisions
- Inequity / Centering GHI
- Stigma and Exclusion
- City Council
- Disengagement, Lack of Active Engagement & Communication

WHY IS FEEDBACK iMPORTANT?



Community Engagement Coordinator:

- Build relationships
- Outreach to community groups
- Develop engagement plan



Communications Strategy:

- Multi-faceted
- Designed for different sections of the city & populations (i.e. youth, etc)
- Focus on marginalized groups (Franklin Park, etc)



Council Engagement:

- Forums designed to build relationships
- Roving locations & times convenient to residents
- Focus on marginalized groups



Departmental Evaluations:

- Based on community impact
- Focus on impacts to most marginalized groups



Equity in Programs:

- Evaluate citywide programs based on impact to marginalized groups
- Develop programming geared to different groups

7 GENERATIONS PRiNCiPLE



Global Indigenous people continuously connect the past, the present and future generations to decisions made today. Consider impact to future generations. Based in:

Sustainability

Holistic Thinking

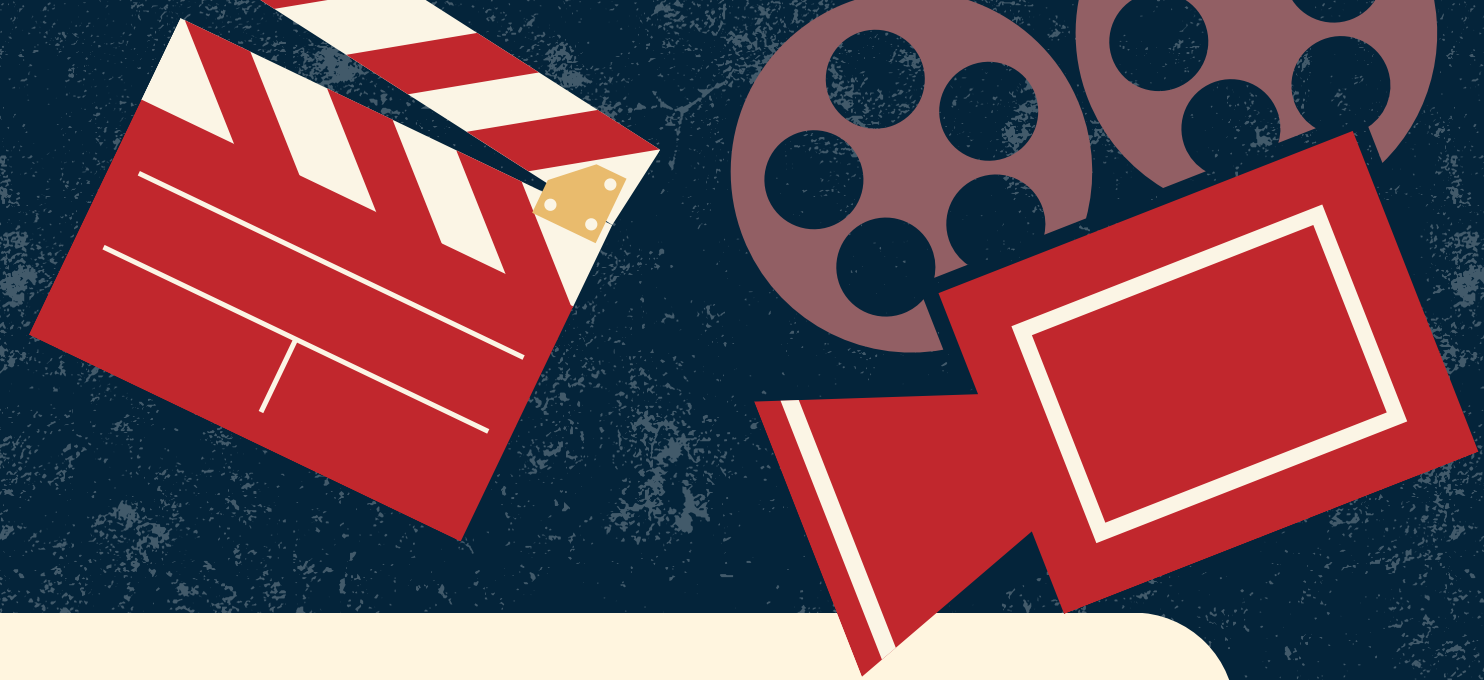
Ethical Responsibility

Cultural Values

Risk Assessment

Community Engagement

CONNECTIONS



PAST

Root Causes: History of exclusion, systemic and geographic divide

PRESENT

Current Effects: Disconnection, focus on GHI, inequity in citywide programs, lack of city identity that reflects the present/future

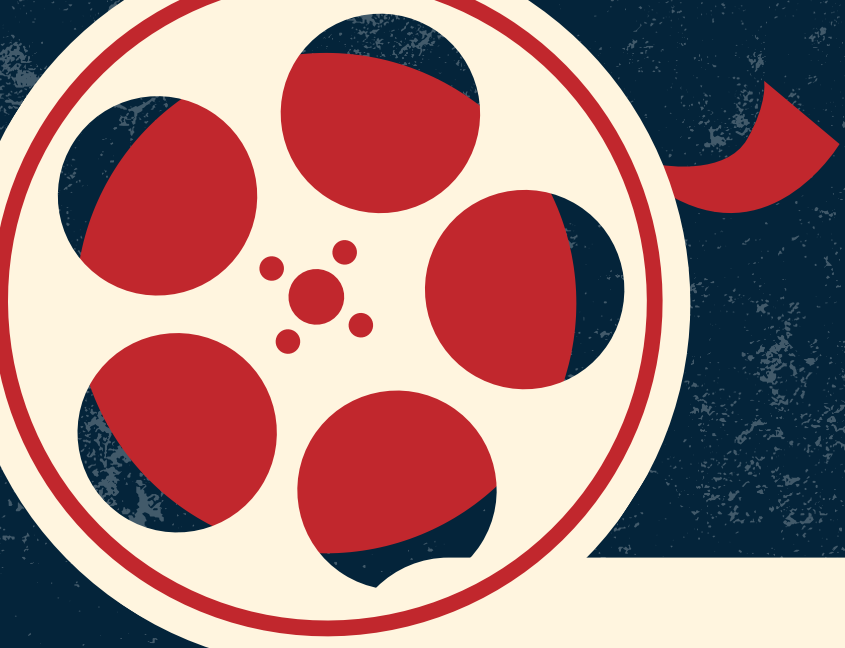
FUTURE

Next Generations: Connection, engagement of younger generations in decision-making, an identity that reflects the entire community

**COMMUNITY is
AGENT OF
CHANGE**

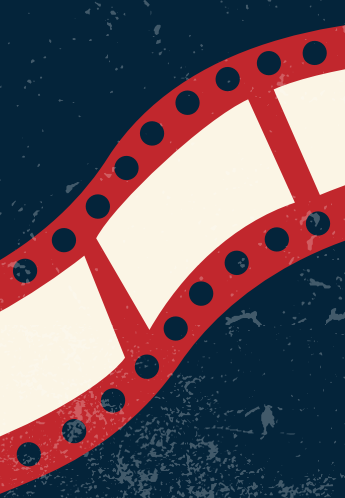
**CULTURALLY
SYNTONIC
PROCESSES**





TRAILER: PHASE 3

JEDI Organizational Transformation

- 
- 1** Build upon Phase I & II - refine strategies, address gaps
 - 2** Ongoing engagement of staff, community. Collaboration
 - 3** Embedding JEDI definitions and vision into structural framework