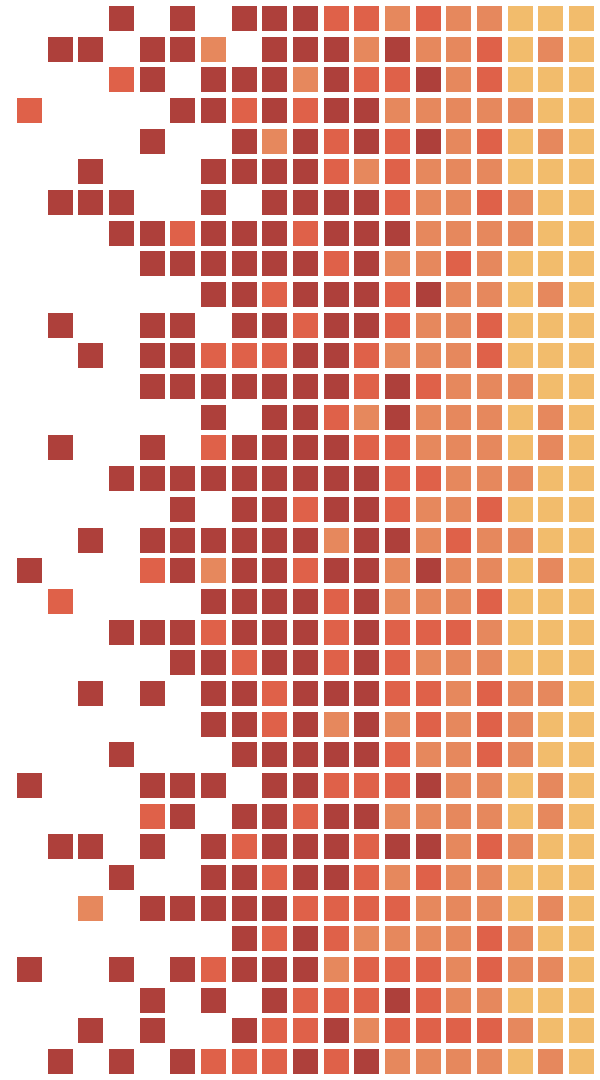




City of Kentwood

Commission Meeting

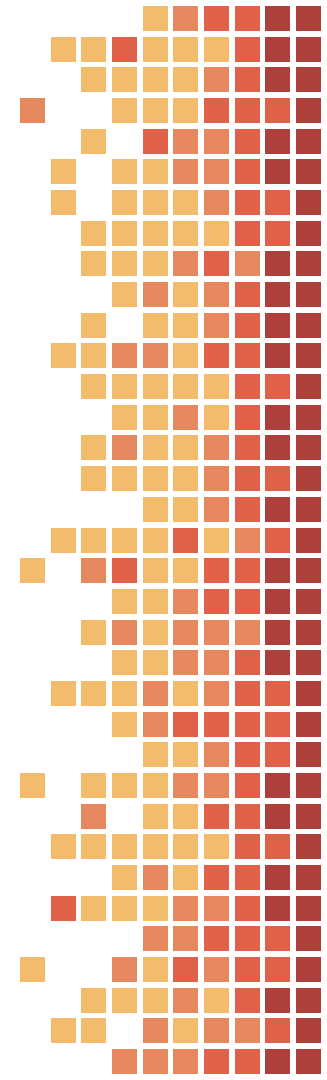
March 22, 2021





Today's Presentation

- About IPS
- Key Framing
- Project Overview
 - Objectives
 - Project Components
 - Timeline
- Discussion

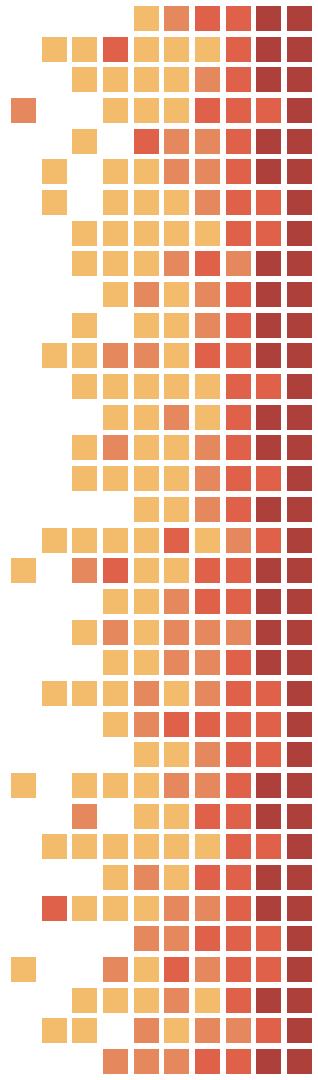




Our Clients

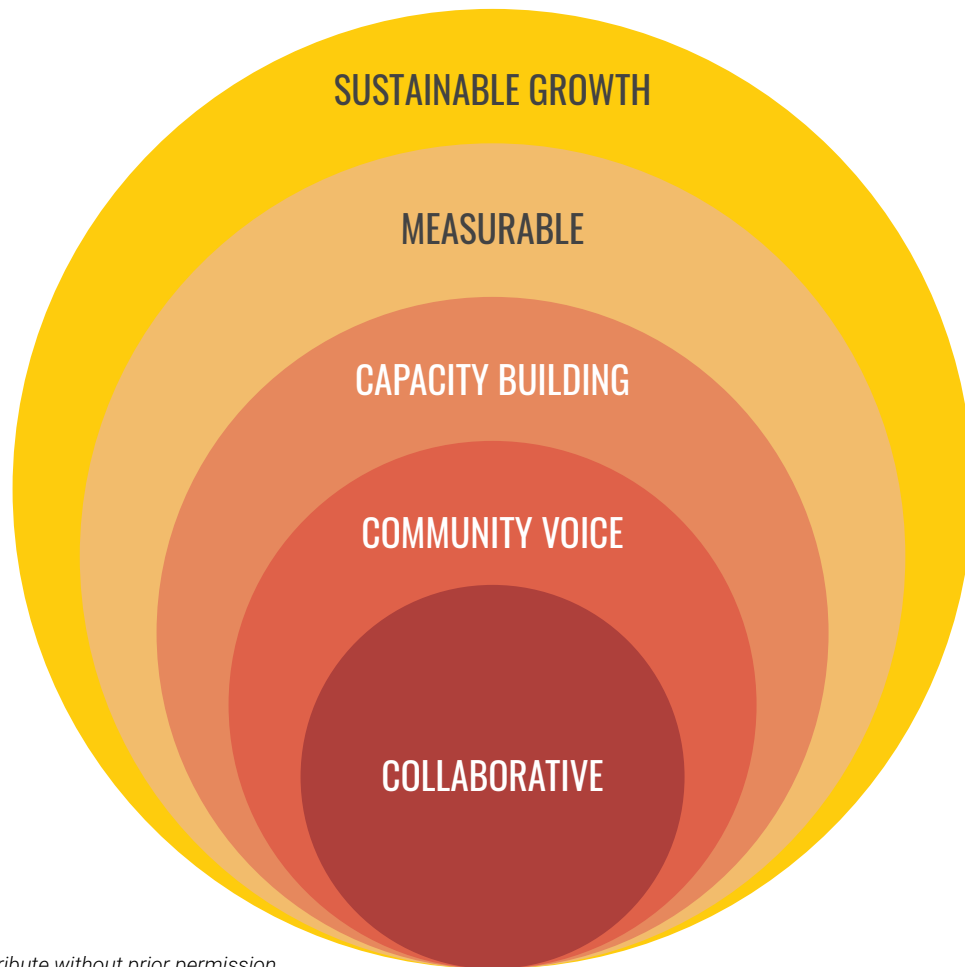


Ottawa County
Where You Belong.





Our Approach





GETTING TO THE CORE OF IMPACT

DIVERSITY

Unique characteristics we all possess that help us belong to groups and stand out as individuals

INTERCULTURAL COMPETENCE

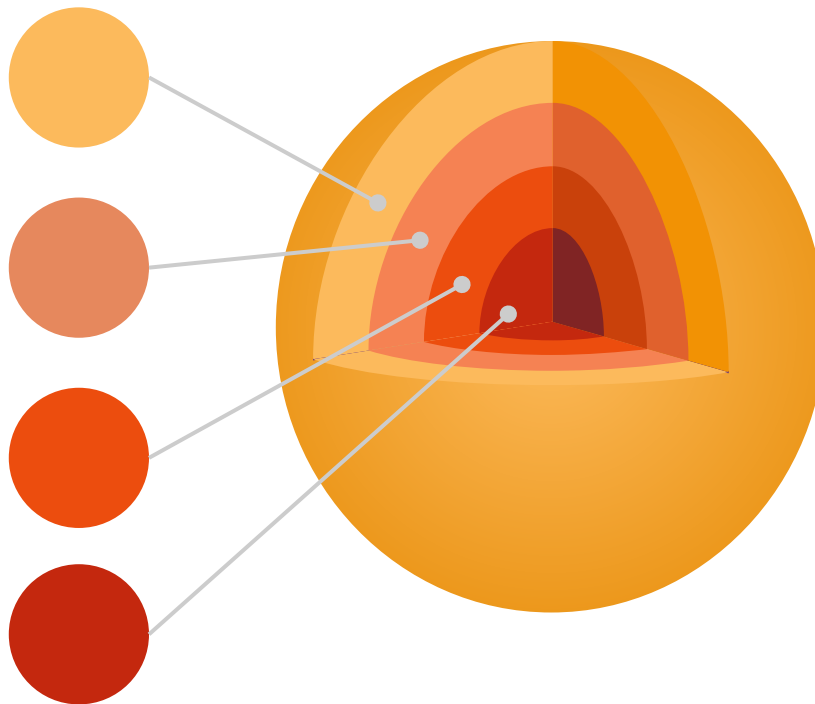
Attitudes, knowledge, and skills to interact across differences

INCLUSION

People are valued; differences are understood, respected, and embraced

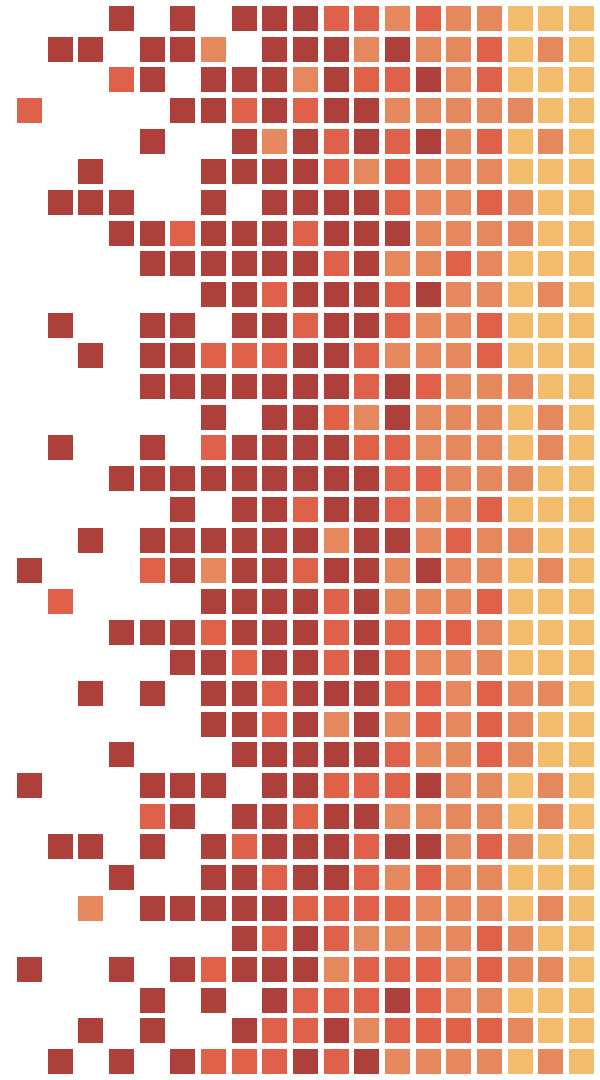
EQUITY

All people have access to resources and opportunities





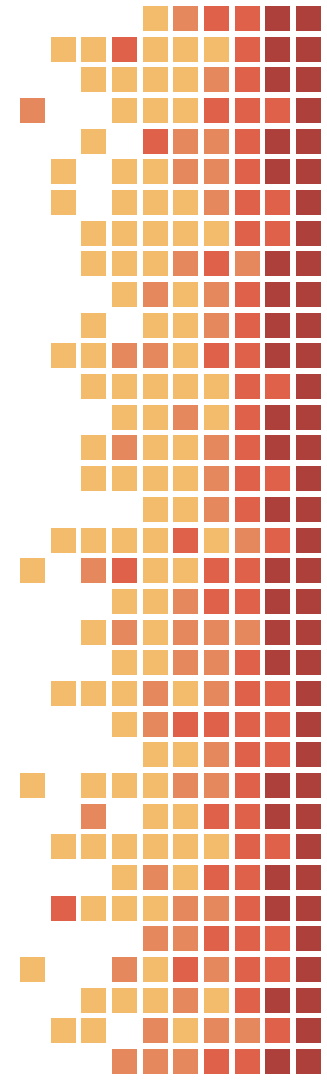
Project Overview





Objectives

- Capture an in-depth, comprehensive understanding of the **continuum of hiring and employment practices**
- Assess the general workplace climate and **organizational climate through a DEAI lens**
- Determine strengths and opportunities regarding **volunteer opportunities and cultivation**
- Develop a **draft DEAI policy statement**
- Generate a **comprehensive report** to support the City's evolving work towards inclusive community growth



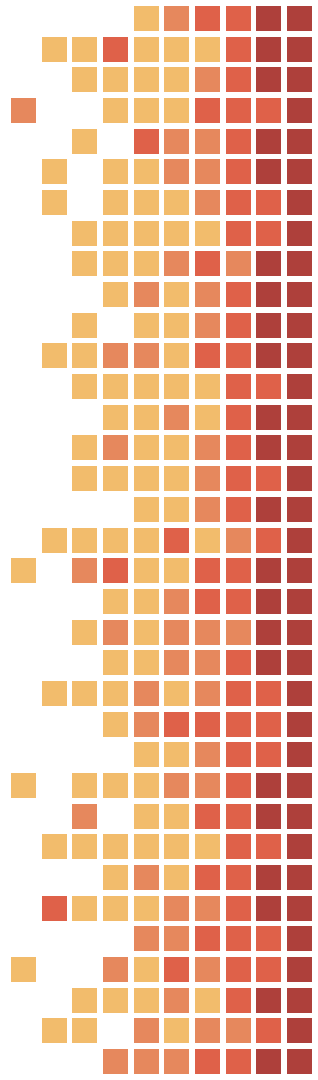


Methodology

To assess the City of Kentwood's DEAI practices, we will strive to understand current state through a **structural** perspective.

We will focus on the following dimensions in our assessment:

- Accessibility
- Adaptability
- Intercultural Competence
- Resources
- Equipping of Personnel





Projects Components

Hiring & Employment
Continuum

DEAI Workplace Climate Assessment

Volunteer Opportunities
& Cultivation

DEAI Policy Statement &
Report Presentation

01

Review of pertinent **documentation**, **survey** insights, and **journey mapping** to capture the employment experience

02

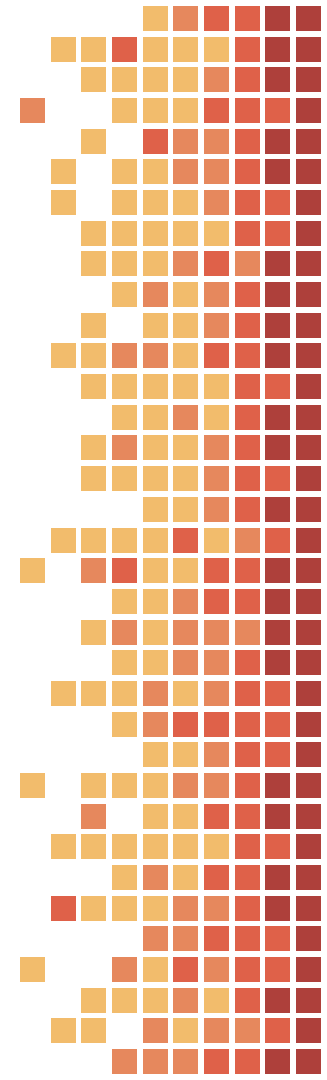
A climate-focused **survey**, **listening sessions**, and **site visits** to understand the current culture & environment

03

Review of pertinent **documentation** and resources, plus **community feedback**

04

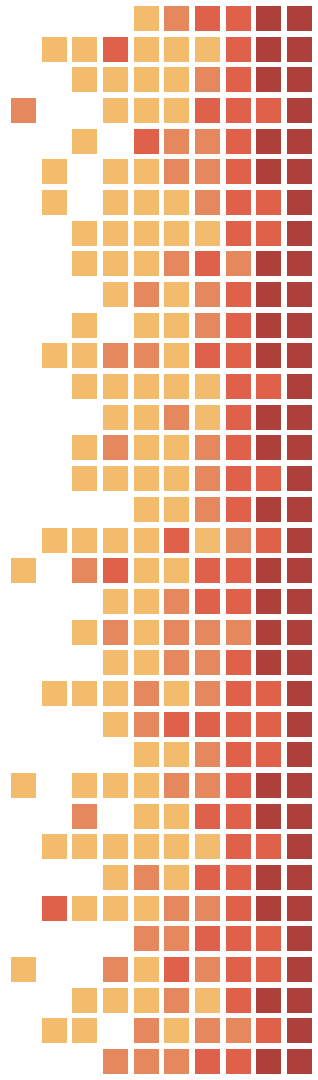
Drafting a DEAI **policy statement**, synthesizing key **insights** and **analysis**, developing **recommendations** and final reporting





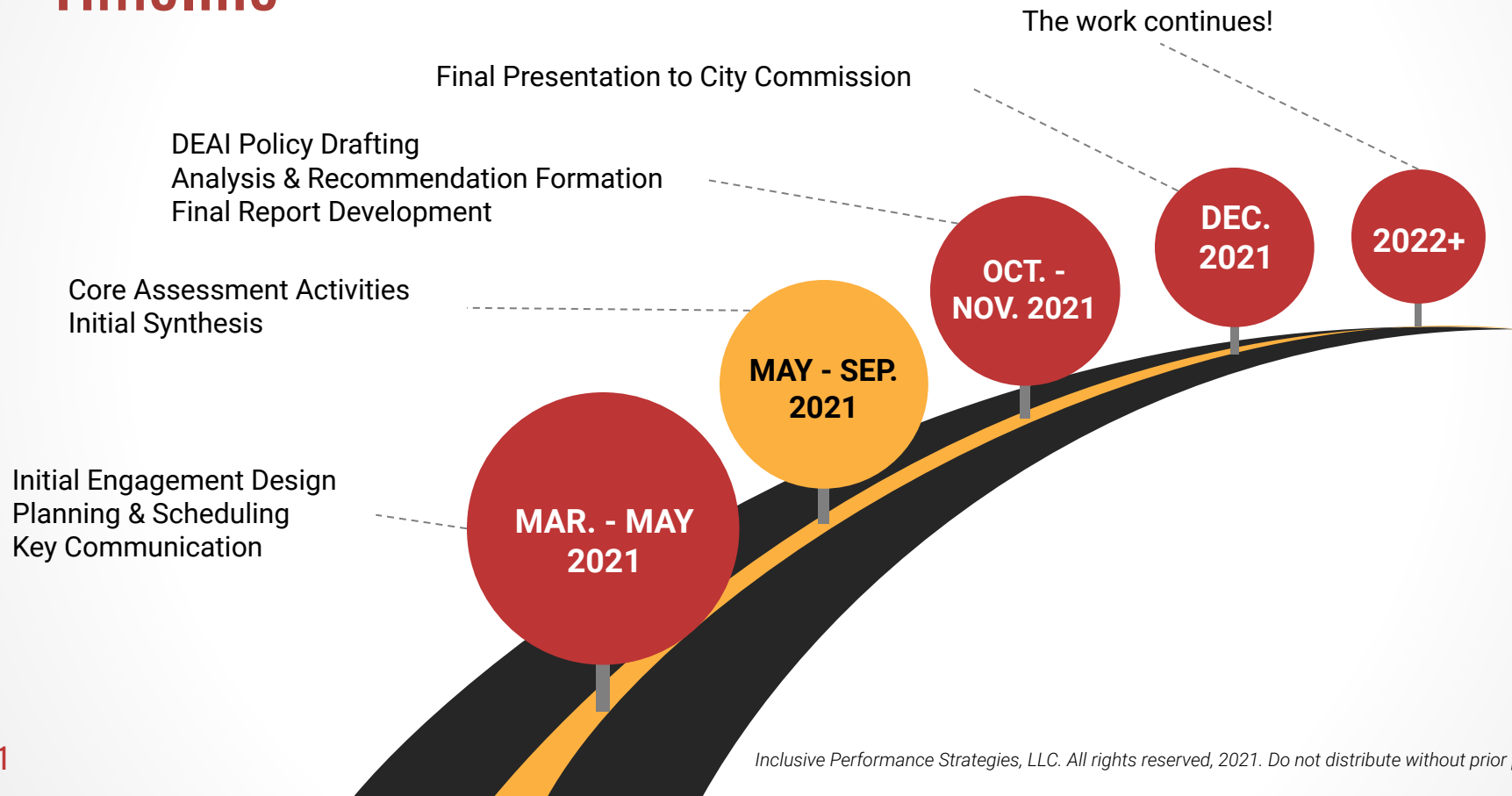
Working Relationship

- Core Work Group
- Expanded Work Group
- City Commission Advisory Group





Timeline





Discussion

