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OCcurring -

EMS modified hiring process

- EMS has updated their hiring process to have more rounded skills assessment balanced with interview and involving third party stakeholders for a process with less personal and passive bias

DEI incorporations into evaluation tool

- New city-wide evaluation process includes DEI incorporation standards, and allows for employee challenges to tools of white supremacy in the workforce including: fear of conflict, either or thinking, the concept of perfectionism and the like.

Creation of DEI statement for City of Sun Prairie –

The statement as well as the video and other DEI showcasing can be found at the following link

<https://cityofsunprairie.com/1302/CIVICSUNPRAIRIE>

- The city of Sun Prairie created guiding principles to serve as policy tent poles. This was created with the guidance of local leaders from diverse communities in Sun Prairie. Statement -
 - *“Sun Prairie is committed to advancing **equity**, honoring our **diverse** identity, and creating an **inclusive** culture. These serve as our guiding principles every day in all that we do.*

***Keep us accountable** to this mission and join us in this commitment to a thriving Sun Prairie, as you live, work, and play.”*

Creation and implementation of DEI principles feedback portal -

<https://docs.google.com/forms/d/e/1FAIpQLSc7xF3xkeBgkDesw3I8kJvDnXFi0mJycWIGwS-9GZ6S0TeuqQ/viewform>

- In order to track and remain responsive to lapses in our commitment to DEI an online portal for reporting incidents of bias around the city is available on the city website and is tracked by the diversity strategist

Hiring of a Diversity Strategist for permanent staff position

- A permanent staff role spanning both communications and Diversity goals of the city was brought on to permanent staff allowing city branding to be delivered through an equity lens

Multicultural fair



- A coming together of many cultures in Sun Prairie with booths, vendors, and cultural performances.

Neighborhood navigators placed in marginalized neighborhoods

- Sun Prairie's neighborhood navigators are a direct link to government decision makers and non-profit resources. They live in , work in and represent underrepresented

Parks and Rec Summer programming scholarships and intentionally low pricing

- To better serve low income families, many of which are black and brown families in Sun Prairie, our parks, recreation and forestry department lowered the price of summer youth programming to \$10 with the possibility of scholarships. The leaders if this summer programming will also be neighborhood navigators so representation from underserved communities.

Childcare for public meetings

- To better serve low income populations in public forums childcare has been provided at public council meetings.

Anti-Harassment of Asian-dissent-residents in wake of COVID-19 Public Letter

- Communications worked with mayor Esser to put out a letter condemning harassment of Asian Americans occurring on social media and in the community due to unfounded racial bias from COVID-19 misinformation

Creation and Sharing of "Story of a Thriving Sun Prairie" video

- A video detailing Sun Prairie history through the lens of the different groups that have called it home including, black, Hmong, native American, the original founders, and others.

Ad Hoc Steering Committee on Diversity

- In August 2015, the City Council adopted a resolution creating an ad hoc committee focused on enhancing the diversity of the City of Sun Prairie's workforce and ensuring that all City residents are able to participate in, and benefit from, City services. Per the resolution, the City Council directed the steering committee to report out its recommendations by April 2017. Link to final report: <https://cityofsunprairie.com/DocumentCenter/View/5054/UPDATED-FINAL-REPORT-PDF?bidId=>

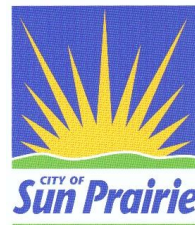
Non-Discrimination Ordinances in 2017

- The City adopted two non-discrimination ordinances in 2017. [Section 9.20](#) regulates Housing Discrimination and [Section 9.21](#) regulates discrimination in Employment and Accommodations.

Hmong Solidarity statement against deportation codified

- A solidarity statement voted in by council rejecting the federal move to deport green card holding Hmong refugee status residents

PARTNERSHIPS -



BEAM award participation and support

- Black Excellence achievement makers, a local Sun Prairie recognition of black students, is supported by Sun Prairie city government through service to the cause

Communications support for Latino Academy Trucking School

- Working with the Latino Academy to advertise and find partnership opportunities when they created a trucking school in Sun Prairie

IN PROGRESS –

Equity academy (14 week equitable leadership exploration cohort for internal culture evolution)

Annual DEI commitment report

Interview question DEI values incorporation

Collaborative planning for Sun Prairie Hmong New Year