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WELCOME MAPLEWOOD
Diversity, Equity, Inclusion & Belonging
(DEIB) Policy

City of Maplewood



Belinda McFeeters, Ph.D.
constructNET Consultant
belinda.mcfeeters@gmail.com

WELCOME MAPLEWOOD

Diversity, Equity, Inclusion & Belonging (DEIB) Policy

The City of Maplewood's Diversity, Equity, Inclusion & Belonging Policy centers race and social equity within policymaking and decisions, budgets, practices and programs, City recruitment, hiring, onboarding and orientation for new employees, volunteers, board members and committee members. The Policy also addresses housing, education, public safety, and access to services throughout the City of Maplewood. Additionally, marketing and communications efforts allow diverse stakeholders to see themselves in published content, feel included and informed. Diversity, Equity, Inclusion & Belonging is *everyone's* issue in the City of Maplewood!

The DEIB Policy is grounded in the racial equity framework recommended by the Forward Through Ferguson commission, which includes three stages: **Awareness** of Inequity; **Understanding** of Why Inequity Exists; and **Transforming** Towards Equity. The City of Maplewood is committed to a nondiscriminatory approach that provides equal opportunity for employment and advancement throughout the City. We respect and value diverse life experiences and seek to ensure that all voices are heard. Therefore, **we will:**

MARKETING & COMMUNICATIONS:

- Improve marketing and communication for Diversity, Equity, Inclusion & Belonging (DEIB) messaging, including but not limited to, city-sponsored events, newsletters, social media, websites, press releases, and job postings.
- Create an internal, diverse City DEIB Team (Welcome Maplewood) that encourages active participation from every department, and provides feedback on existing initiatives, including the 5-year strategic plan.
- Create an external, administrative DEIB Committee (Welcome Maplewood) to give the City feedback on DEIB initiatives and the 5-year Strategic plan.
- Provide City Council with a quarterly DEIB report/update and seek to have City Council pass a Resolution endorsing Welcome Maplewood, the 5-Year Plan, and the DEIB initiatives.
- Convey the City's DEIB accomplishments to stakeholders to increase awareness about the City's ongoing DEIB efforts.

RECRUITMENT AND EMPLOYMENT:

- Recruit diverse applicants by advertising available positions broadly throughout the City, including within the local schools, universities, trade schools, academies, on social media, at job fairs and in community groups.
- Invest in pre-employment certifications to recruit viable candidates from diverse backgrounds who meet the minimum qualifications, but lack the finances to obtain the required certification for open positions.
- Advertise clear, detailed, and inclusive job descriptions for open positions; we will update the City of Maplewood employment applications to ensure inclusivity to potential candidates.
- Include representatives from underrepresented groups on all hiring committees throughout every department when conducting interviews.
- Develop and implement an employee candidate evaluation system that reflects inclusivity, impartiality, and equity.

- Increase our presence and cultural diversity at high school job fairs and trade schools, to give students an opportunity to connect with more people that hold positions at the City of Maplewood.
- Implement an internship/scholarship program to prepare community members to serve the City of Maplewood.

SUPPORTING OUR EMPLOYEES:

- Use an updated employee manual that contains inclusive policies and regulations to implement in a fair and impartial manner.
- Provide DEIB training for all City of Maplewood employees and Council Members.
- Establish department policies and procedures to ensure City staff are properly trained in all aspects of the public nuisance process.
- Implement inclusive employee benefits that include Domestic Partners, to ensure City of Maplewood employees and their families are supported regardless of relationship status.
- Conduct annual training on Fair and Impartial Policing, racial profiling, and implicit bias, to ensure the City of Maplewood police officers remain up to date on best practices for enforcing laws in a fair and impartial manner.
- Conduct biennial Police, Fire and Inspector training to ensure each department is up to date on DEIB best practices within their fields.

LEADERS AND THE COMMUNITY

- Establish an annual DEIB Award for City worker(s) and for community member(s).
- Ensure that a diverse group of musicians is represented at the summer concert series.
- Implement a Volunteer program for the City's Leadership Team, that involves City leaders interacting and engaging with diverse stakeholders in the Maplewood community.
- Make efforts to increase community participation in the annual Juneteenth Community Festival, by partnering citywide to help plan the event.
- Incorporate equity/inclusion language into Board and Commission deliberations.
- Establish a code of conduct for Board and Commission members that reflects Maplewood City Government's mission, values, and principles, and ensure the mission, values, and principles are conveyed through an effective onboarding process.
- Execute a Volunteer day where City staff come together to help a resident or an organization in the community.

ACCESS TO SERVICES:

- Highlight the Social Services Coordinator role in the Maplewood community for improved access to community social services.
- Partner with the Fire and Police departments to help senior citizens maintain a degree of independence, including keeping them in their homes as they age.
- Increase the dwelling unit occupancy loads across the City to combat rising housing/rental costs.
- Modify existing bathroom and locker room facilities so they are gender-neutral and more welcoming to all gender identities.
- Increase access to the Maplewood Family Aquatic Center to allow all community members to utilize the amenities.
- Assist with furthering the education of individuals from diverse cultural backgrounds who may have financial constraints, by awarding the Ryan Hummert Memorial Scholarship on an annual basis.

- Ensure traversing throughout the City of Maplewood is accessible to all by implementing a City-wide ADA plan to improve accessibility (municipal buildings, parks, streets, sidewalks, etc.).

We will monitor the success of the DEIB policy regularly and will review our progress at least once a year. Additionally, we developed a Five-Year Strategic Action Plan to help us implement this policy and achieve our specific diversity goals.

This Diversity, Equity, Inclusion & Belonging (DEIB) policy is the Welcome Maplewood Policy and is fully supported by the Mayor, City Council, and City Manager.