

2023-2025 Commission Goals and Strategies



Job Category

March 2024 UPDATE

Department Contact:	Patrick Foiles, HR Director	Date:	3/2024
Percentage Complete:	4%	Target Completion:	June 2025

Goal 1.1

IMPORTANT OR RELEVANT DATES/MILESTONES: (LOOKING AHEAD AT THE NEXT 3 MONTHS)

Currently:

- Staff received 28 proposals in response to the RFQ. (In contrast, the city received only 4 proposals in December 2021)
- Staff has reviewed and narrowed the field of prospective vendors to the top 3 proposals.
- Currently scheduling interviews for Week of 3/11.

Next steps:

- Develop final scope of work and enter into an agreement with identified consultant.
- Initial engagement meeting with consultant.

STATUS: (WHAT HAS BEEN DONE/IS BEING DONE)

City staff posted a Request for Proposal (RFP) to solicit bids for consultant services. The consultant will provide expertise and guidance through the next phases of DEI initiatives identified in the 2022 DEI Framework.

The proposed plan and RFP was shared with the Commission in November 2023.

The RFP asked for a consultant to guide the city to accomplish the following initiatives:

- Reengage a DEI Community Tasks Force that will provide perspective on the resident experience and act as a consultant when issues face the City of Oregon City.
- Develop a DEI Training Plan to enhance the skills, knowledge, and awareness of all City employees.
- Establish a City employee DEI committee that will serve as an internal action committee and will support future DEI initiatives throughout the City.