

The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. A large blue speech bubble shape is centered on the page, containing the main text.

A Path for Orono in 2021: Diversity, Equity, Inclusion

Build on the Foundation - and Grow

Purpose & Intent

- Amplify and engage the voice of marginalized populations in Orono's municipal government to benefit the whole community
- Uphold and fulfill Orono's values of being:
 - A welcoming and inclusive community
 - Ensuring equity and justice for all
- Build on, and highlight, the DEI work staff and council have already started
- Understand and address issues unique to Orono
- Move quickly, while remaining nimble to meet long term needs

Council & Municipal Staff

6 Action Areas

1. Stakeholder Engagement
2. Education
3. Policy
4. Tools
5. Asset Inventory
6. Transparency

Council Work

1. Stakeholder Engagement

2. Education

3. Policy

4. Tools

5. Asset Inventory

6. Transparency

April	May	June	July	August	Sept
Appoint Committee	<i>Committee: Survey</i>	<i>Committee: Inventory</i>	<i>Committee: Recommendations</i>	Priorities to Implement*	
Quarterly: Reading-Racial Equity Toolkit			Quarterly: In Service Experience		
	Diversity Calendar	Diversity Calendar	Land Acknowledgement	Land Acknowledgement	Priority policies identified
	Definitions / Glossary	Definitions/ Glossary	DEI Decision Making Toolkit	DEI Decision Making Toolkit	DEI Dec. Toolkit
	Proclamations	Resolutions & Statements	Ordinances		
	Agendas & materials all on web			Public Comment Opportunities	DEI Inventory Online

* Committee has discretion to extend timeline up to 60 days.

Town Work

1. Stakeholder Engagement

2. Education

3. Policy

4. Tools

5. Asset Inventory

6. Transparency

April	May	June	July	August	Sept
Continue Senior Staff DEI Work Group	<i>Ad Hoc DEI Committee Participation</i>	<i>Ad Hoc DEI Committee Participation</i>	<i>Ad Hoc DEI Committee Participation*</i>		Staff DEI Engagement
				Continue annual staff DEI education	
	DEI Staff WG practice and policy for addressing DEI issues				DEI hiring practice and policy to mitigate bias
				DEI hiring worksheet to mitigate bias	DEI Decision Making Tool from Council
	Committees/ Events	Trainings	Policy		
				Public comment opportunities	DEI Inventory online

* Committee has discretion to extend timeline up to 60 days.

Ad Hoc DEI Committee

	April	May	June	July	August
1. Meetings	Member Recruitment & Launch	Meeting #1 Purpose: Review and finalize survey.	Meeting #2 Purpose: Key findings and draft recommendations	Meeting #3 Purpose: Finalize and prioritize actionable recommendations.	Representative present specific, actionable recommendations to council.*
2. Survey		Collect survey responses.	Collect and summarize survey results.		
3. Actionable Recommend.			Draft actionable recommendations	Finalize and prioritize recommendations	
4. Summary Presentation					Council presentation

* Committee has discretion to extend timeline up to 60 days.

Best Practices

Large City DEI Initiatives

- 1. DEI Strategic Plan**
- 2. Leadership Assigned**
- 3. Budget Included**
- 4. Measurement & Tracking**
- 5. Employee Engagement**

Ad Hoc Committee Recruitment

TIMELINE

- Key stakeholder committee member outreach by 4/9
- Approve recruitment process and key stakeholder participant list for committee at 4/12 council meeting
- Town post application online and announce on outdoor sign on 4/13
- Council approve full committee membership at 4/26 council meeting
- First committee meeting in May

PROCESS

- Councilors Mitchell and Gardner conduct targeted outreach for recruiting key stakeholders
- Councilors Mitchell and Gardner develop recommended committee list
 - All councilors encouraged to send recommended applicants (and encourage application) to Councilors Mitchell and Gardner
- Council approves key stakeholder recruitment 4/12 and full committee by 4/26
- Council chair appoints committee based on recommendations at 4/26 meeting

**Ad Hoc
Committee
Key Stakeholder
Recruitment**

- 1. Darren Ranco, UMaine, Chair Native American Programs, Assoc Professor of Anthropology, Coor. Of Native American Research.**
- 2. Anila Karunakar, UMaine, Director of Diversity and Inclusion**
- 3. Cynthia Martinez, Orono resident, Registered Nurse**
- 4. Ella Wu, Orono resident, UMaine International Studies Department**
- 5. Khawla Abu Sheikh Wise, Orono resident**
- 6. Dana Carver-Bialer, Affirmative Action/Title 9 Director, Bangor Schools**
- 7. Dina Yacoubagha, Islamic Center of Maine**