

City of Marion Equity Initiative 2022 PROGRESS REPORT

Marion is committed to creating a vibrant community; a welcoming community that is accessible, attractive and open to all residents and visitors.

This report outlines the City's efforts and ongoing commitment to becoming a more diverse, high-performing and inclusive organization - all in support of our promise to be the best place in Iowa to raise a family and grow a business. The following activities occurred in 2022 to support this initiative.

1. RECORDS MANAGEMENT SYSTEM

Sept. 2021-present

Build-out of the \$1.2 million records management system continued in 2022. The vendor for the new records management system, which will allow for enhanced data collection and analysis, conducted several on-site visits throughout the year. As part of this process, the department was able to work with the vendor to create mandatory data fields for field interview reports and traffic stops which will assist in identifying patterns or practices which might be indicators of bias or racial profiling. The project is on schedule to Go-Live in February 2023 but data collection will need to occur for several months before any meaningful analysis can take place.



2. CIVIL RIGHTS COMMISSION PUBLIC OUTREACH

Jan. 2022

The Civil Rights Commission is tasked with helping prevent and eliminate the effects of discriminatory acts and/or discriminatory practices. The Commission outlined an objective to educate the public about human and civil rights in their 2022 Strategic Plan.



3. SENSORY-CERTIFIED ORGANIZATION

Jan. 2022

The library began its work towards becoming a sensory-certified organization. This involves staff training and amenities for those in the community who may be military vets with PTSD, autistic residents, those afflicted with Parkinson's, or dementia and more.



4. EQUITY STATEMENT

Feb./March 2022

The Marion Civil Rights Commission began working with community partners on the development of an Equity Statement. After a recommendation was approved by the commission in August 2022, Equity and Inclusion Consultant Thomas Newkirk and staff have worked to modify the Equity Statement to align with the City's mission and vision statements and provide a succinct statement that can be easily included in City documents (i.e. Annual Report, Strategic Plan, Employee Handbook). It is expected to go before City Council in the coming months.





5. INTERCULTURAL DEVELOPMENT INVENTORY TOOL

Feb., May, Sept. 2022

All library staff recently completed a 10-hour training on the Intercultural Development Inventory tool, facilitated by Rod Dooley. Intercultural Development Inventory is an online survey to assess inter-cultural competence at both an individual and organizational level.



6. APPLICANT TRACKING SYSTEM

June 2022

The Human Resources Department built out the applicant tracking system to begin tracking Equal Employment Opportunity data. Applicants are now asked to provide gender, ethnicity, disability, and veteran status (all on a voluntary basis).



7. STRATEGIC PLAN

June 2022

Diversity, equity and inclusion were an important part of the conversation when City leaders came together to refresh the Strategic Plan. It was determined that once the Equity Statement is adopted, it will be prominently incorporated into the document.



8. POLICE DEPARTMENT RECRUITMENT TEAM

Aug. 2022

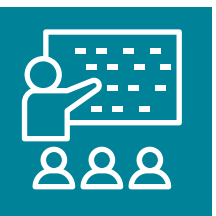
In order to ensure they are finding the best candidates for the job, the Police Department created a recruitment team made up of a diverse group of both sworn and non-sworn personnel. The team has attended job fairs at local colleges, started advertising on social media sites, produced a video showcasing the department and its employees and created a recruitment page on the website. Planning has started for a January 2023 hiring process which includes advertising in major cities throughout the Midwest for applicants using social media and pop-up ads. The department is also setting up tutoring programs to assist applicants with passing the written exam and will hold tests on two days to accommodate people who may not be able to attend our normal Saturday test date due to childcare constraints, work commitments or other issues.



9. LEADERSHIP TRAINING

Fall 2022

The deputy city manager attended a week-long diversity, equity, inclusion and belonging training track through the International City/County Management Association. The police chief attended the International Association of Chiefs of Police conference in Dallas and participated in seminars on diversity hiring strategies and community relations. And the deputy chief of the Marion Police Department attended a one-week conference on the use of force, de-escalation and internal affairs investigations.



10. ADVANCED IMPLICIT BIAS AND DE-ESCALATION TRAINING

Fall 2022

The Police Department sent two officers to an advanced implicit bias train-the-trainer course. Chief Kitsmiller will be working with Tom Newkirk to develop training modules on implicit bias and racial profiling which are specifically tailored to the Marion Police Department.

11. EQUITABLE TREE PLANTING

Fall 2022

This fall, the city arborist and GIS data specialist used the Social Vulnerability Index and other factors like heat island and shade disparity to target areas that are nature deprived. Fall tree planting sites were then selected based on equity and vulnerability.



12. COMPENSATION STUDY

Oct. 2022

A Compensation Study by Baker Tilly is currently underway to evaluate the City's current pay structure and assess equitable pay. The study began in October and is slated to be completed in Spring 2023.



13. RESPONSE COVERAGE GAPS

Nov. 2022

Marion Fire Department recently evaluated response coverage using quality practices to identify gaps and community risks. Vulnerable population data is a factor of community risk to help identify opportunities to improve services and become more equitable for all populations in the community. This resulted in a recommendation to City Council to relocate Fire Station No. 3 to achieve more consistent and equitable coverage.



14. COMMUNITY LEARNING OPPORTUNITY

Nov. 2022

The Marion Public Library hosted a virtual presentation from Kwame Christian, author of "How to Have Difficult Conversations About Race: Practical Tools for Necessary Change in the Workplace and Beyond," followed by a facilitated conversation about building a welcoming and inclusive community. Nearly 100 community members attended, including a strong contingent of City employees who wanted to learn more.



15. EMPLOYEE HANDBOOK/PERSONNEL POLICY REVIEW

Dec. 2022

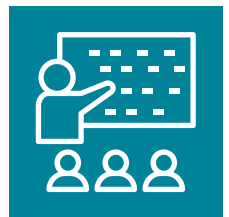
The Human Resources Department completed a full review and update of the City's Employee Handbook/Personnel Manual. The last comprehensive review occurred more than 15 years ago. This also included a review by legal counsel and equity and inclusion consultant, Thomas Newkirk, for risks of bias or impact based on race, gender and other protected groups.



16. IMPLICIT BIAS AND DE-ESCALATION TRAINING

Dec. 2022

All police officers received an additional four hours of training on implicit bias and de-escalation.



17. TRANSPARENCY

Ongoing

Marion Police Department continues to publish a monthly update in the City Council packet. Information is also updated monthly on the Documents & Reports section of the Police Department website. The City works to provide general updates about diversity, equity and inclusion initiatives via the Annual Report, State of the City presentation and other regular communications channels such as the IN FOCUS weekly update, press releases and social media posts.

