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**SUBJECT:** Consider a Request from Council Member Pierson for the Creation of a Citywide Racial Equity Plan.

**DEPARTMENT:** City Manager's Office

**STAFF:** Tim Ogden, City Manager  
Margaret Wimberly, City Clerk

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### **TITLE/RECOMMENDATION**

That the City Council consider and discuss the request from Council Member Pierson regarding the creation of a citywide racial equity plan.

### **FISCAL IMPACT**

The fiscal impact associated with this item is approximately \$50,000. This includes plan development by a consultant who specializes in Diversity Equity and Inclusion as well as staff and outside legal review that will take many months. If staff is directed to move forward with consultant assistance, staff will return to City Council for their approval of any necessary General Fund budget adjustments.

### **BACKGROUND**

Pursuant to Council Policy 110-1 Rule 4.4 (b)(2), this item has been placed on the agenda so that Council may discuss it and provide further direction to staff. Pursuant to Section 4.4, Council discussion is limited to whether staff time and City resources should be spent on the item and the time period for scheduling.

### **CITY COUNCIL STRATEGIC INITIATIVE**

Not Applicable.

### **PREVIOUS ACTION**

Previous Action by the City Council is included on Attachment 1.

### **ENVIRONMENTAL DETERMINATION**

Not Applicable.

### **ATTACHMENT(S)**

1. Previous Action