

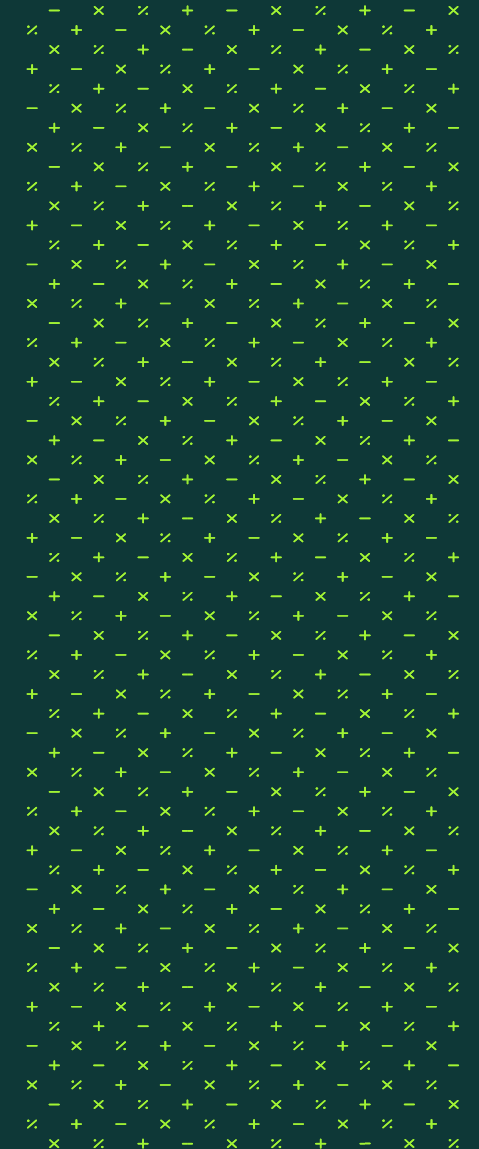


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City of Salem Equity Roundtable Meeting

WELCOME

September 14, 2023



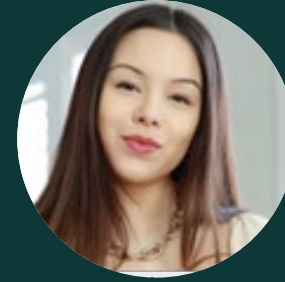
With You Today



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Meeting Goals

- Gather community input to inform the City's equity assessment
- Explore community expectations and priorities as it relates to equity and service provision



Project Goals

- Equity Assessment Tool
- Equity Assessment Report
- Equity Planning Tool
- Performance Measures





Meeting Agenda

12:00 PM

Welcome & Equity Assessment Overview

12:15 PM

Equitable Service Provision

12:35 PM

Considerations for New Programs or Initiatives

12:55 PM

Performance Measurement & Reporting

1:15 PM

Wrap-Up



Equity Definition

The City defines equity in its planning documents, including its 2022 Salem Area Comprehensive Plan (Our Salem) and its 2021 Climate Action Plan:

“Equity means all residents have the opportunity to participate and thrive in an inclusive society. This requires rectifying unequal access to resources and opportunities caused by historic and current systems of oppression and exclusion related to race, income, ability, gender, sexual identity, and other factors. An equitable community overcomes disparities by providing increased levels of support to community members based on their needs. In Salem, it is a priority to advance equity in decision-making processes and the outcomes of those processes, including policies, investments, practices, and procedures.”



Discussion 1: Community Expectations and Priorities for Equitable Service Provision

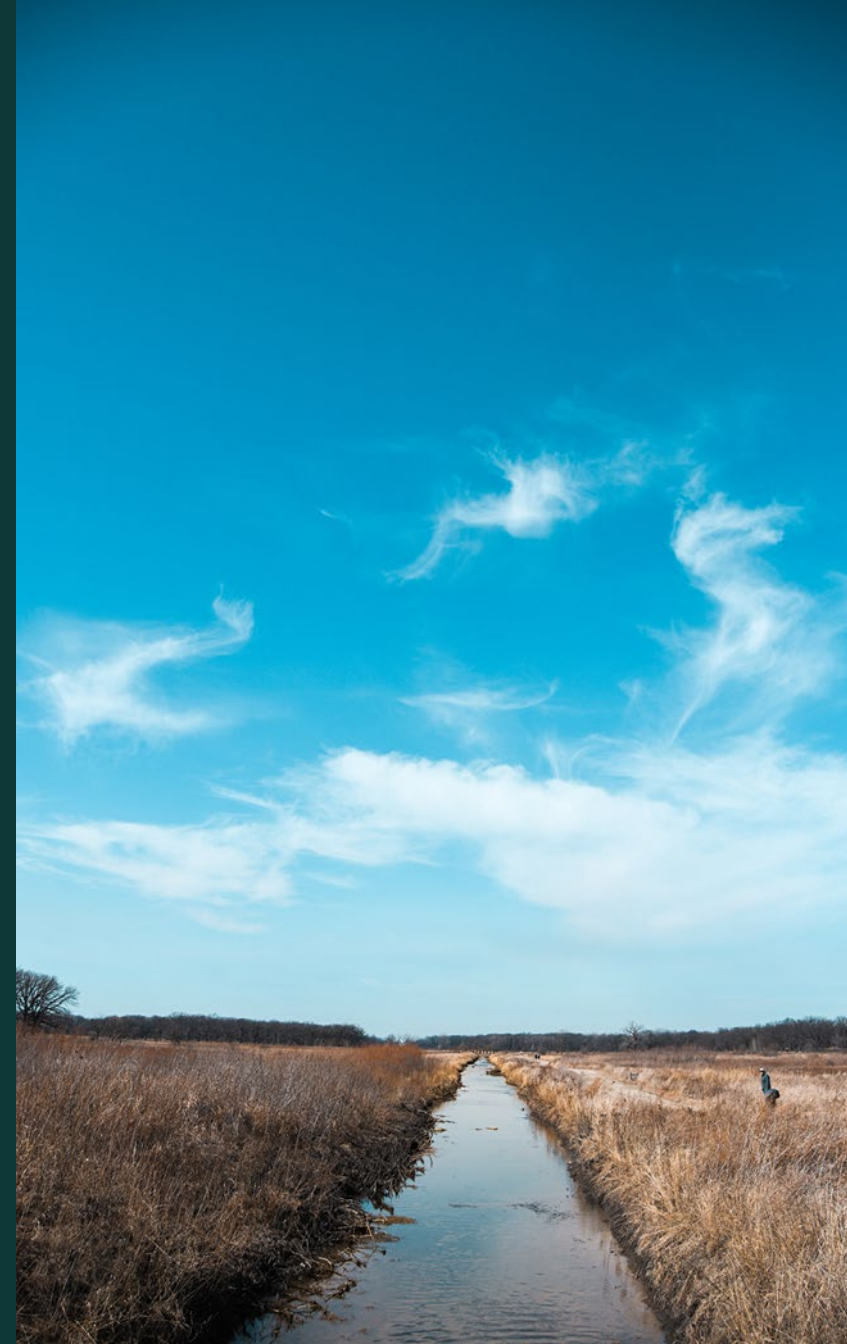


Discussion Questions

- How might the City make its services and programs more equitable? Think about the top 3-5 actions the City should be taking from your perspective.



Discussion 2: Equity Considerations for New Programs or Initiatives



Discussion Questions

- How might the City consider equity when developing new programs or initiatives? What are important equity-related topics to consider?



Discussion 3: Equity-Related Performance Measurement and Reporting



Discussion Questions

- What sort of information would you like to see from the City to know progress is being made related to equity?
- Are there specific measures you think the City should be tracking?
- Are there specific formats or methods you think the City should be using for sharing information?



➤ **THANK YOU**



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