



EQUITY & INCLUSION COMMITTEE

Striving for a More Diverse & Just Philomath

The Philomath Inclusivity Committee supports our city leadership in fostering an inclusive, just and equitable community that honors its past while creating a diverse and accessible city for future generations by:

- 1) fostering a safe space where learning, unlearning, and sharing can occur;
- 2) providing knowledge building opportunities for city leadership & the community;
- 3) offering opportunities for cultural exchange and space for conversations while prioritizing accessibility;
- 4) facilitating communication between city leadership and under-represented communities; and
- 5) reviewing actions and practices within city governance and providing potential improvements as recommendations to city leadership.

Objectives in Practice

- A. Identify and remove systemic barriers and challenges for communities historically and currently excluded within our local government
 1. Review city documents, including policies, charter, municipal code, and ordinances, through a social justice lens and provide recommendations to City Council or other designated body
 - a. Create a schedule of city documents to be reviewed by the committee
 - b. Create a process to ensure city documents are reviewed through a diversity, equity, inclusion, and accessibility lens prior to adoption or renewal.
- B. Provide multiple kinds of training opportunities for city staff, councilmembers, members of committees/boards/commissions, and/or the public
- C. Build and strengthen the City's relationship with Tribal Nations which were forcibly removed from this land, now called Philomath, and research indigenous history in this place to determine how to better enhance our relationships.
- D. Celebrate diversity in Philomath
 1. Establish an Inclusivity event calendar or program of equity, diversity, inclusion and accessibility learning opportunities for Philomath consisting of lectures and webinars
- E. Support projects and events led by partner organizations and groups with similar social justice goals
 1. Identify groups best suited for an initial round of outreach
 2. Draft an Inclusivity Committee introductory letter and send it to these groups to establish active and ongoing communication