

**Racial Equity 5 Year Plan
Fire and Police Disability and Retirement
2015-2019**

	Category	Objectives	Actions	Person or Position Responsible	Timeline	Progress Indicators
	<i>Select the assessment category the action will address.</i>	<i>What is intended to change within the Bureau?</i>	<i>What activity will be accomplished within the planning period to achieve this Objective?</i>	<i>Who is responsible for completing and reporting on the action for the annual status report?</i>	<i>When will the action be completed?</i>	<i>How will progress towards change be measured? Indicators can be qualitative and/or quantitative. This should be based on Question 2 from Analysis Tab.</i>
1	Organizational Commitment	Complete Racial Equity Assessment and Action Plan	FPDR Equity Committee and Assessment Team will use the racial equity assessment and action plan to build on continued efforts for a more diverse and culturally competent work environment. These actions will be accomplished through brown bag luncheons and/or partnerships with other City bureaus that focus on cultural diversity issues.	Yuliya Pathammavong	6/1/2016	Group will meet monthly in it's first year to monitor progress of actions.
2(a)	Leadership and Management	Increase awareness and inspire diversity development	Annual staff diversity training; encourage staff participation in bureau diversity events (i.e. book club, Say Hey, Diversity conferences, office brown bag sessions, other multi-cultural events).	Julia Towne, Beth Baisch	7/1/2016	FPDR Equity Committee will meet monthly to monitor progress of diversity training and other staff events.
2(b)	Leadership and Management	Increase awareness and inspire diversity development	Update from FPDR's CEC representatives to bureau supervisors after monthly CEC meetings; partner with DEEP or other City bureaus on a diversity activity/event or sponsor such an activity/event.	Sam Hutchison (Director), Kathy Kakesako	7/1/2016	FPDR Equity Committee will meet monthly to monitor progress of diversity training and other events.
3	Workforce	Increase awareness and inspire diversity development	Integrate a diversity development training or activity into performance evaluation. Encourage participation in cultural diversity events, activities and/or training.	Kathy Kakesako	1/15/2016	Performance Evaluation form revised to include participation in equity activities and/or training.
4	Community Access and Partnership	Diverse Board	When term of appointed trustee is up, Director will meet with Office of the Mayor to encourage and promote diversity of membership.	Sam Hutchison	12/31/2016	Appointed trustees serve a three-year term; next appointment is December 2016.
The Bureau Director has reviewed this document and approves and supports its implementation.						
		S/S	6/14/2015			
		Samuel Hutchison, Director	Date			