



# CITY OF PORTSMOUTH

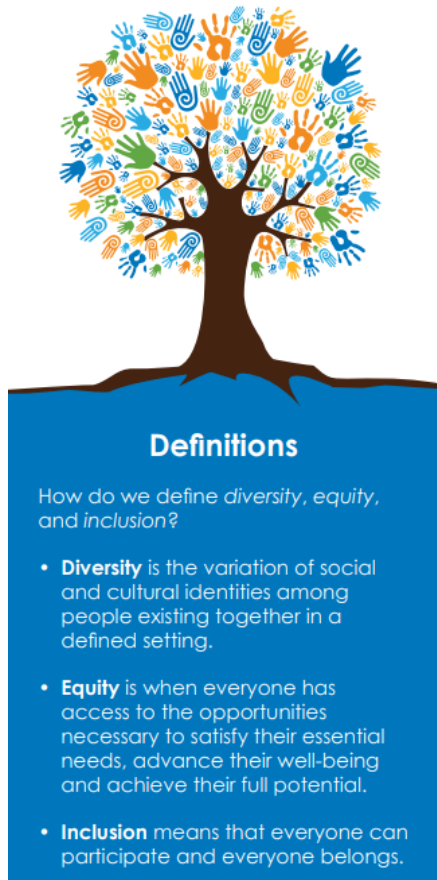
## DIVERSITY, EQUITY, AND INCLUSION WORKING GROUP

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## DRAFT GOALS

### BACKGROUND

The City's 2025 Master Plan sets forth 5 themes of: Vibrant, Authentic, [Diverse \(emphasis added\)](#), Connected, and Sustainable. The theme of "diverse," further sets forth a vision for the City as:



A subset of goals intended to help realize this broad vision include:

- Adapt Housing Stock to Accommodate Changing Demographics
- Accommodate the Housing Needs of Low and Moderate Income Residents
- Ensure that the Supply and Character of Commercial space can Adapt to a Changing Economy

In addition, City Council, via its [Resolution](#) that declared the City to be a Racial Justice Municipality that Believes Black Lives Matter, suggested several strategies to implement:

- Employing and regularly reviewing best practices to support racial justice;
- Providing regular racial bias training

- Highlighting the City's role in Black History...as a regular part of civic awareness and education in our schools
- Engaging in dialogues with stakeholders for racial justice
- Cooperating with other efforts to improve equity and inclusion and be welcoming of diversity throughout our community.

The goals and strategies set by the DEI Workgroup should acknowledge and incorporate the above reference documents.

**SAMPLING OF GOALS FROM OTHER CITIES**

Beaverton, OR (population 98,962)

- Everyone has access to and is treated with respect and dignity in receiving the services provided by the City of Beaverton regardless of English proficiency
- Everyone has access to the services they need throughout their life journey from infants to seniors.
- Everyone feels safe and is treated with respect and dignity in Beaverton’s public safety system.
- Everyone has the opportunity to thrive economically.
- Everyone has access to the infrastructure to support good quality of life, including adequate housing, public transportation, and parks and recreation centers
- Everyone has access to resources that support holistic health, well-being, and extended life.
- City practices reflect the needs of our diverse community. Programs, services and decision-making processes are accessible to and incorporate members of all of Beaverton’s diverse communities.
- To promote diverse cultural interchanges and experiences through the creation of a multicultural community center that becomes the hub of city life.

Burlington, VT (population 42,899)

- Eliminate race-based disparities across all City departments
- Promote inclusion and engagement of all community members
- Eliminate race-based disparities in the greater Burlington community

Woodbury MN (population 70,000) – more illustrative of process/strategies than goals:



[Scituate, MA](#) (population 18,760)

## Diversity, Equity & Inclusion Statement

Diversity, Equity and Inclusion Statement adopted October 15, 2020

The Town of Scituate Board of Selectmen unequivocally condemns racism, discrimination and hate in all its forms that is present in our community. We commit to work to ensure that Scituate is a welcoming community that embraces diversity, equity, and inclusion.

As elected leaders, we recognize our responsibility to understand and address all racial inequality. We have a duty to ourselves, residents, employees, visitors, and businesses to ensure that everyone who enters Scituate is treated with respect and dignity. To that end, we pledge to work to educate ourselves, town employees, and town residents on racial justice issues. We will review our existing policies, practices, and procedures and, where necessary, enact changes to build a stronger, more equitable community. We will encourage diversity of voices and representation on Scituate town boards and committees.

The Board of Selectmen further pledge to work on behalf of all residents and ensure that Scituate is a place where all individuals can live happily, free of fear, and with equal access to opportunities, regardless of race, ethnic background, national origin, religion, ability, gender identity, gender expression or sexual orientation.