

Olympia Internal DEI Workplan			2021									2022											
			Q2		Q3			Q4				Q1			Q2			Q3			Q4		
			5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	
#	Project	Size																					
Data	1	Set Data Collection Guidelines	Med	.	.	.	.	✓											
	2	City Services Data Collection and Benchmarking	Large												.	.	.	.	.	✓
	3	City Staff Data Collection and Benchmarking	Large	.	.								.	.	.	.	.	✓
Planning	4	Develop DEI Assessment and Strategic Plan	Ex-Large			.	.	.	.	.	.	.	.	.	.	✓
	5	Develop DEI Strategic Communication Plan	Med								.	.	.	.	.	✓		
	6	Create Equity Framework	Large	.			.	.	✓														
Culture	7	Address Workplace Bullying / Sexual Harassment	Ex-Large	.	.	.	.									.	.	.	✓
	8	DEI Staff Training – Citywide conversations	Ex-Large			.	.	.	✓														
	9	DEI Staff Trainings – Improve NEO Materials	Large							.	.	✓											
	10	Set Up and Support ERGs	Ex-Large						.	.					.	✓							
Hiring	11	Immediate Hiring Process Options	Small	.	.	.	.	✓											
	12	Hiring Outreach and Accountability	Med					.	.						.	✓							
	13	Full Hiring Process Review	Large	.	.	.							.	.	.	✓
	14	Department Specific Hiring Process Review	Large														.	.	.	✓			
Practices	15	Review Jail Policies	Small	.	.	.	✓																
	16	Support Parks Department Equity Initiative	Small	.	.	.	✓																
	17	Community Programming Support Micro-Grants	Med							?	?												
	18	Support Complaint Process Update	Med			?	?	?															
	19	Support City/County Stormwater Equity Process	Small	.					.	.	✓												
	20	Advisory Commission Recruit/Retention	Med									.	.	.	.	✓			
	21	ADA Committee and Transition Plan Implementation	Med	.	.	.	.	.	.	.	✓					
	22	County Courthouse Honorifics and Gender Review	Small	.	.	✓																	

Note: This is an ambitious timeline, and as a result it is a living document. It may be updated as new projects arise unanticipated elements are added to a project, or if other things happening in the city require a re-prioritization.

Last Updated: 8-17-2021