

An aerial photograph of Missoula, Montana, taken during the golden hour of late afternoon. The city is nestled at the base of large, grassy mountains. A wide river flows through the city, with a multi-lane bridge crossing it. The trees along the riverbanks and in the city are showing autumn colors. The sky is a clear, pale blue.

City of Missoula

Justice, Equity, Diversity &
Inclusion (JEDI) Update

Nov. 16, 2022



Definitions

- Justice – Co-defined fairness
- Equity – Shared ownership
- Diversity – Difference
- Inclusion – Partnership

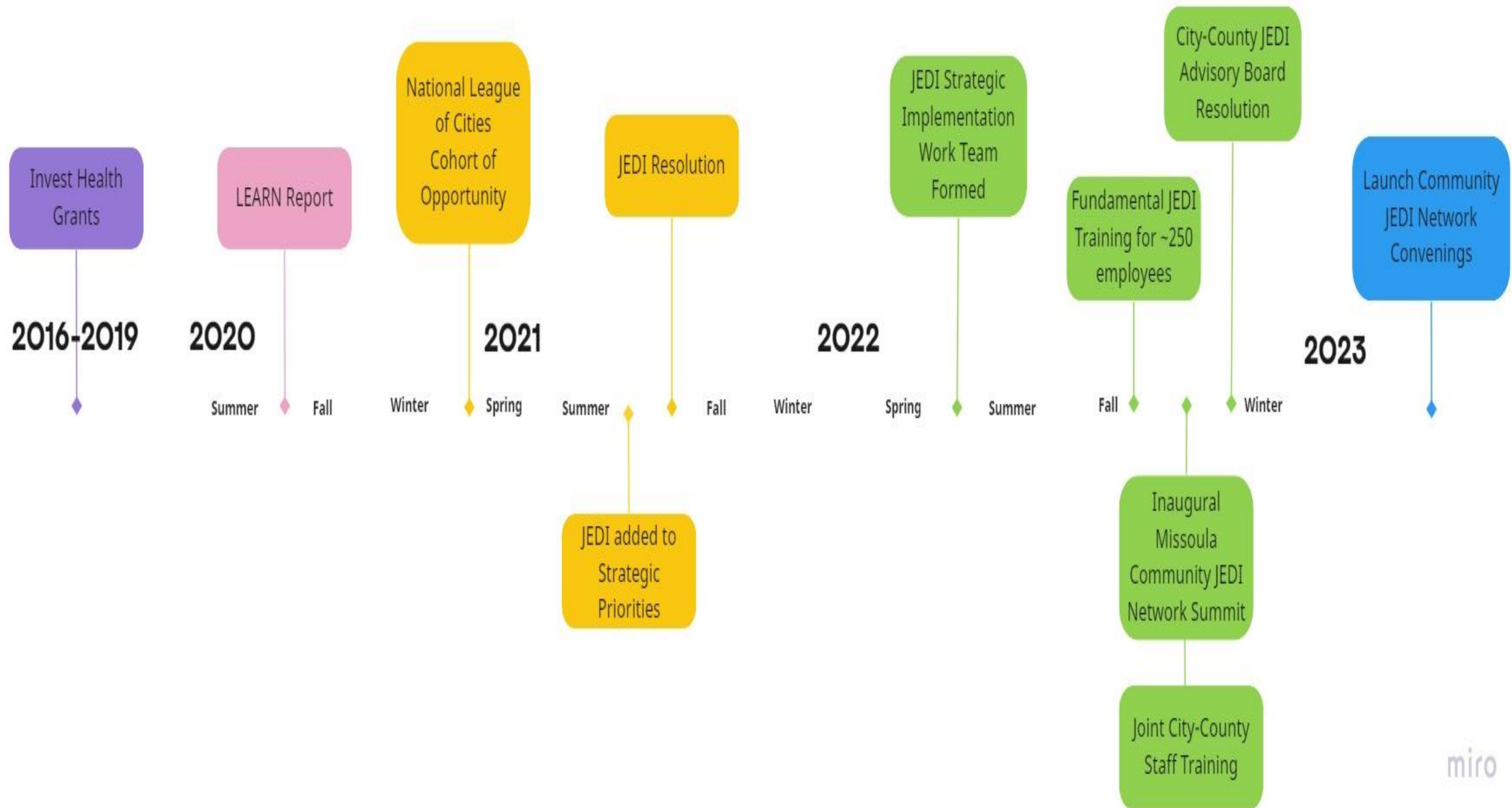
Inclusion in Action

- Continuum of understanding and acceptance of these concepts
 - Your voice is welcomed, your engagement is needed
- Uniting Value:
 - Love of place
- Common Goal:
 - Health, ability to thrive for self and loved ones



Upstream/Downstream





NLC Cohort to Community JEDI Network

- Evolution and alignment of multiple initiatives including the National League of Cities - Cities of Opportunity Cohort, and the City-County Interagency Equity Committee and partners' teams
- Collective of leaders:
 - Education (University of Montana and MCPS)
 - Health (Partnership Health Center, All Nations Health Center, and Missoula City-County Health Department)
 - Local government (Missoula County and the City of Missoula)
 - Non-profits, neighborhoods, and individuals who have been engaged in and leading justice, equity, diversity, and inclusion work for some time.
- Combines efforts, expands opportunities, and brings greater focus to meeting shared goals for JEDI throughout Missoula County.
- All who want to support this effort are welcome!

City JEDI Resolution Highlights

(August 2021)

Areas for Focus	Indigenous residents are disproportionately affected by disparities and other social determinants of health resulting from institutionalized and systemic discrimination and resulting in poor health outcomes	Resolves	Council to prioritize advancement of strategies and efforts through creation of a JEDI Plan to include: external review and revision of policies, procedures and public engagement; foster greater community representation on boards, commissions and council; and establish mechanisms for measuring JEDI progress
	Black, Indigenous, and other People of Color make up approximately 8% of Missoula's population, yet are disproportionately over-represented both in detention facilities (30%) and low-income groupings		Create a healthy and vibrant community free of systemic and structural inequalities, where all are welcomed and valued, and physical, mental, social, and spiritual needs are met
	Older residents of Missoula County are disproportionately impacted by chronic health conditions, struggle to pay for care and navigate complex health care systems, and experience higher levels of poverty due to fixed incomes not keeping pace with rising living costs		Work collaboratively to establish community engagement tools to advance efforts, engage and connect community with resources, and align City JEDI measures with community partners' efforts to create a shared roadmap to equity

Meet your JEDI Strategic Implementation Work Team (SIWT)

Name	Department
Dalton Johnson	Human Resources
Claire Trimble	City Clerk
Charlotte Psick	CPDI
Dakota Holman	Municipal Court
Emily Garlough	Fire Department
Jordan Hess	Mayor
Madson Matthias	CPDI
Elizabeth Johnson	CPDI
John Petroff	Fire Department
Dale Bickell	Mayor's Office
Tyler Walls	CPDI
Alex Lawson	HR/Parks; JEDI Specialist

Name	Department
Ginny Merriam	Mayor's Office
Meg Whicher	Parks & Recreation
Alexis Berger	Police Department
Tess Sneeringer	Parks & Recreation
Allison Segal	Administration
Ida Sajor	Engineering
Maci MacPherson	MRA
Zoe Walters	CPDI
Hannah Shepherd	Parks & Recreation
Ben Weiss	Public Works & Mobility
Aubrey Godbey	CPDI
Keithi Worthington	Attorney

Donna Gaukler (Parks Director) & Angela Simonson (Chief HR Officer) facilitate this team

City JEDI Team



A diverse group of employees committed to fostering positive change in workplace culture where all employees are empowered to provide quality services through systems and processes that are equitable and accessible. City of Missoula initiatives, operations, strategies, and partnerships are examined, planned, implemented, and measured through a JEDI lens.



The JEDI SIWT collaborates as a diverse and inclusive group of employees to:

Integrate best JEDI practices into City policies and programs

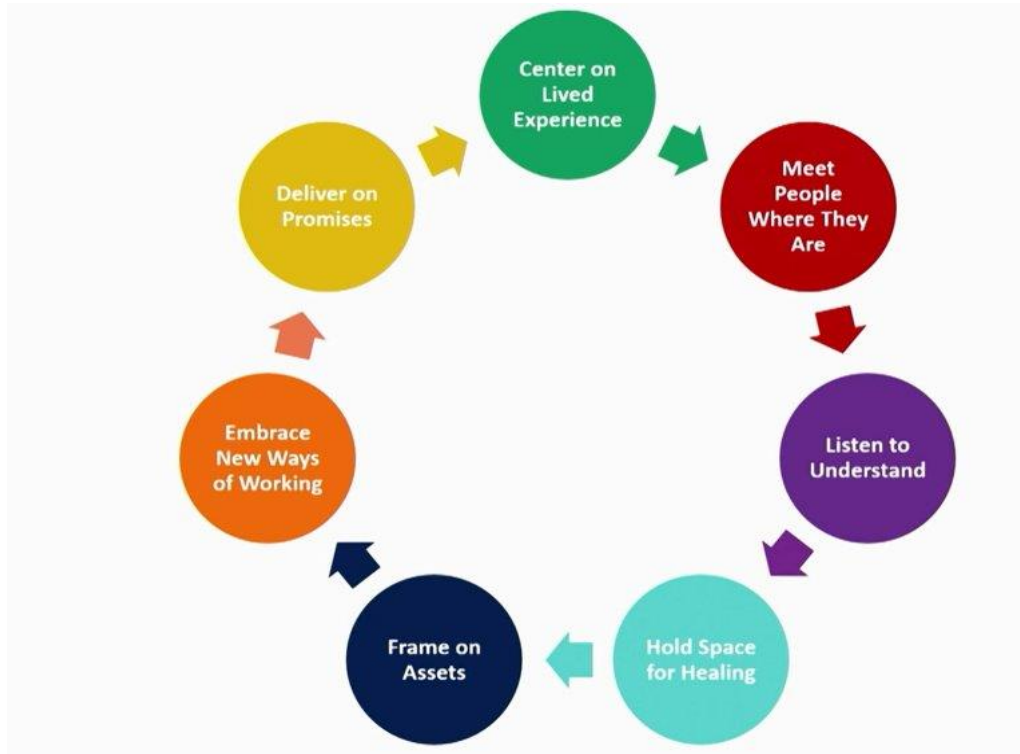
Serve as ambassadors of JEDI throughout the organization and as advisory to the Senior Leadership Team, City Council, and the Mayor

Seek and review research, make recommendations, develop measures, provide event support and policy guidance to leadership

Engaging Differently

In approach:

- Ensure that Missoula residents are given the opportunity to meaningfully engage in projects and issues that matter to them
 - Removing barriers to participation
 - Partner across the community to engage more deeply



In practice:

- Our Missoula Growth Policy Update and Code Reform
- City website updates
 - Easy to report hate crime on front page
 - Engage Missoula
 - JEDI-focused language
- Community JEDI Network Summit
- Technology use to increase public participation

Community Facing

Economic
Health

Safety &
Wellness

Community
Design &
Livability

Organizational
Excellence

Climate Action

JEDI

Internal

Foundational Lenses

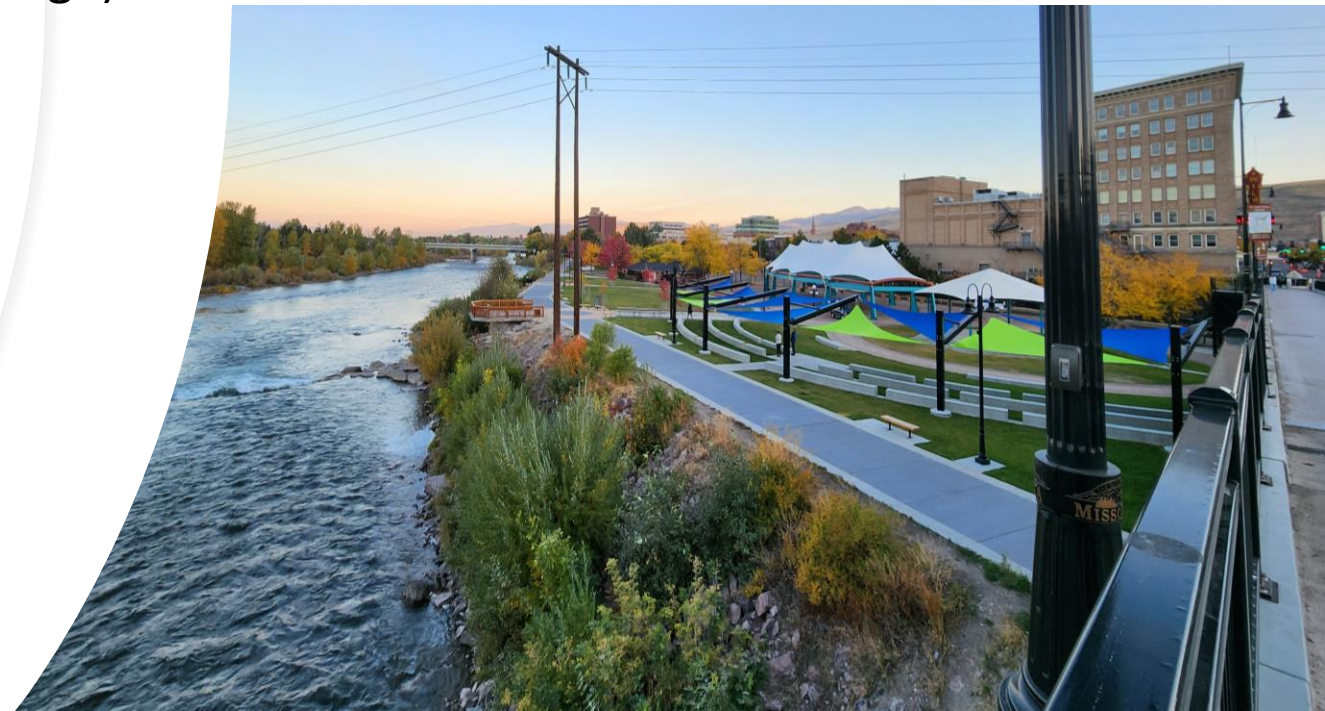
Organizational Excellence

- Formed SIWT & hired JEDI Specialist
- Training (Be Culture & Consilience)
 - Supervisor training to increase adoption of JEDI principles in day-to-day operations
- External auditing (LEARN Report)
- Updated applicant tracking system to assist with diversity recruiting efforts
- Updated Non Union Classified Pay Plan to ensure pay equity
- Technology tools to create inclusive, collaborative culture



Community Design and Livability

- Our Missoula Growth Policy Update and Code Reform
- Housing efforts
 - Creation of the Affordable Housing Resident Oversight Committee
 - Permanently affordable housing creation and preservation (The ROW, Trinity, Villagio & Bridge)
 - Mobile Home Park Preservation (ROC Conversation)
- Urban Renewal District Sidewalks
- Caras Park access and safety improvements
- Westside Park
- Expanding access to green spaces for all
- Equity Scoring to Transportation CIP



Safety and Wellness



- Mobile Support Team
- Operation Shelter
 - Emergency Winter Shelter Expansion
 - Temporary provision of services at Authorized Camp Site
 - Expansion of Temporary Safe Outdoor Space
 - Creation of the Community Care Team
- Food Security
- Neighborhood Traffic Management Program (Quick Build Traffic Calming)
- Support for PRIDE Events
- Change Police performance evaluations to emphasize community-oriented policing through proactive measures


Economic Health

The City of Missoula will maintain and grow a diverse economy through partnerships and innovation to support large and small business and entrepreneurs while providing employment opportunities for all residents

- Support for the University of Montana's Women's Business Center
- Lowell School Community Center
- Out-of-school care for children and easy to access scholarships in P&R and the Base Camp Facility
- Partner in the Cold Springs/Missoula Child Care Advantage Project
- Missoula Economic Partnership Community Economic Development Strategy



Climate Sustainability, Resiliency, Adaptation

- Climate Lens Resolution (JEDI & Climate SIWT collaboration to ensure alignment with language, goals & values)
 - Climate Action Monthly Newsletter (build organizational culture around importance of climate action)
 - Additional Climate Efforts (applied with JEDI lens):
 - Municipal & Community Greenhouse Gas Emissions Inventories
 - Policy Creation (Vehicle Emissions Reduction, Environmentally Sustainable Building, Climate Action & Resiliency Implementation Resolution)
 - Energy Performance Contract
 - Zero Waste Internal Audit
 - Solar Array at the Resource Recovery Plant
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People and Place