

Culver City Racial Equity Action Plan



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Presentation Overview



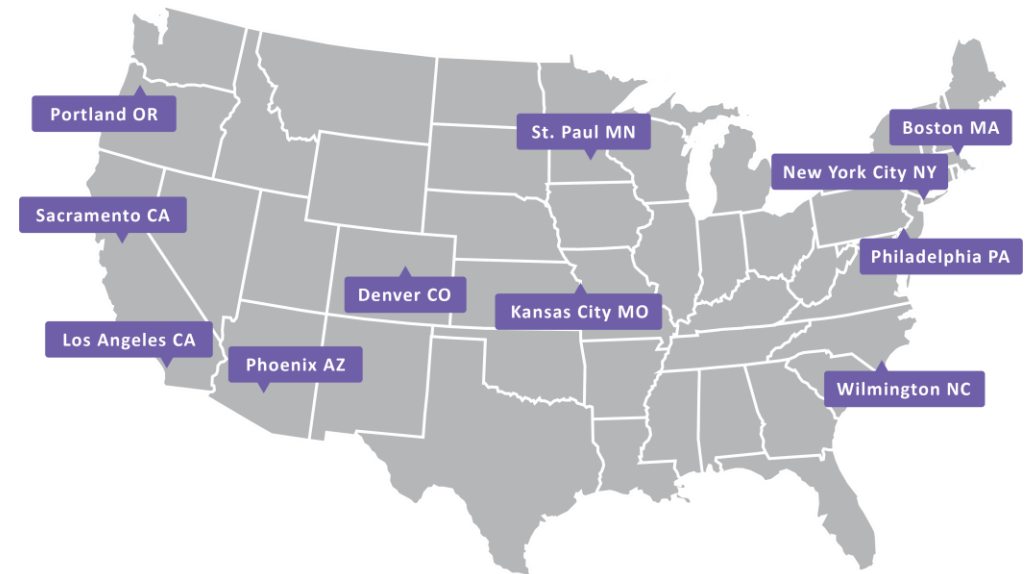
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1. Introduction to the firm
2. Scope of work
3. Timeline

Keen Independent Research



- National 23-person economic consulting firm
- Diverse staff combine strong research and analytical skills
- Experience recommending strategies and developing plans for improving DEI
- Substantial experience in California
- Experience with GARE framework



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Scope of Work

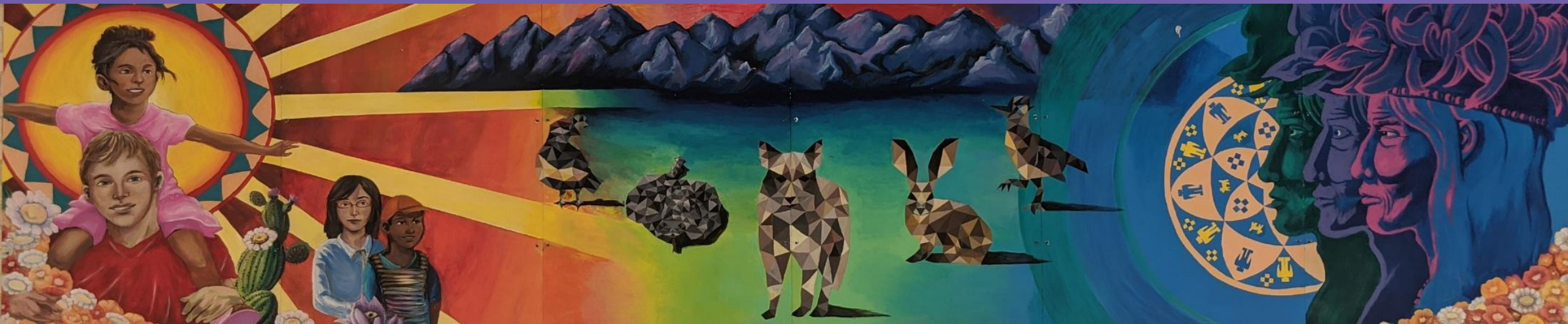
Phase I: Baseline assessment

1. Project initiation and management
2. Review of policies, programs and procedures
3. Workforce analysis
4. Preliminary identification of highest priorities
 - Visioning session
5. Internal stakeholder engagement
 - Virtual workshop
 - Interviews/listening session

Phase II: Plan development and implementation

6. Community engagement
 - Virtual workshop
 - Advisory group
 - Public meeting
7. REAP development
8. Implementation support
 - Session with leadership
 - Capacity-building sessions
 - Supporting resources

Recognize many dimensions of diversity and equity



- Race
- Ethnicity
- Gender
- Immigration status
- Sexual identity
- Communication style
- Sexual orientation
- Age
- Physical and mental ability
- Religious affiliation
- Lived experience
- More

Phase I Timeline

Study tasks	2024											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1. Project initiation and management	[Task 1: Project initiation and management]											
2. Review of policies, programs and procedures	[Task 2: Review of policies, programs and procedures]											
3. Workforce analysis	[Task 3: Workforce analysis]											
4. Preliminary identification of highest priorities				[Task 4: Preliminary identification of highest priorities]								
5. Internal stakeholder engagement					[Task 5: Internal stakeholder engagement]							

Questions?