

# Update on Diversity, Equity, and Inclusivity



March 19, 2024

ATTACHMENT A

# 2024 Strategic Leadership Plan



**Diversity, Equity, and Inclusivity:**  
*Promote diversity, equity, and inclusivity through awareness training, targeted events, and expanded opportunities for diverse interests.*

# Recommendations from the Racial, Equity, and Inclusivity Task Force

1. Develop and implement an active body (board or commission) of community volunteers.
2. County sponsored community trainings starting with bystander training.
3. Expand outdoor and recreational opportunities for the BIPOC community.
4. County oversight on REI topics and trainings including a community speaker series.

## Establish a permanent Citizen Board:

### Pros

- ✓ Follows the recommendation of REI Task Force
- ✓ Uses a diverse group of community members to provide recommendations for County Council

### Cons

- ✓ Staff support is necessary--Liaison and Administrative support—approx. 200 hours per year
- ✓ Constraints such as OMA and IPRA
- ✓ May be difficult to recruit members (like previous Task Force)
- ✓ Volunteers--Attendance was unreliable for previous Task Force
- ✓ May not be able to ensure diversity of group
- ✓ All recommendations would go Council and then to County Manager (staff)
- ✓ All members need to be residents of LAC

## Create staff member (new FTE):

### Pros

- ✓ Dedicated staff member for this initiative; not “other duties”
- ✓ Similar to other entities that have created staff position (ex. LAPS Inclusive Schools Director; Abq Director of Equity & Inclusion)
- ✓ Program design would be approved by County Manager
- ✓ Can engage partners and community thru variety of means such as town halls, surveys, focus groups
- ✓ Can work collaborative with other entities in coordinated effort (i.e.. Staff to staff)

### Cons

- ✓ Recurring cost
- ✓ No built-in mechanism for public input



# Questions?



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