



City Manager's Office

MEMORANDUM

DATE: February 21, 2024

TO: Mayor and City Council

THROUGH: Doug Thornley, City Manager Approved Electronically

FROM: Cynthia Esparza, Chief Equity & Community Relations Officer

SUBJECT: Equity Plan Update

In 2023, Council approved a contract with MGT Consultants for consulting services and the development of a comprehensive City of Reno Equity Plan.

The primary goal of this plan is to cultivate a stronger equity-focused organization with a culture of inclusion that drives decision-making. It also seeks to promote a workplace environment that is both welcoming and supportive, while ensuring that community members have access to services and engagement opportunities.

Staff has collaborated closely with MGT on various work assignments and is currently engaged in the organizational assessment stage. In late January, MGT conducted in-person focus groups with staff and community members. The focus groups were carefully composed to gather valuable insights to help inform a forthcoming internal staff survey. In total, 56 individuals participated, and additional virtual internal and external focus groups will be conducted soon. Council has also been invited to meet with MGT to provide input and highlight areas of interest. The citywide survey is anticipated to launch in March 2024

This project is expected to finish this summer and periodic updates will be provided as this work advances. Please contact Cynthia Esparza at esparzac@reno.gov or (775) 737-1374 with any questions.

Attachment:

- Equity Plan Development Timeline

