

DEI Commission 2025 SMART Goals Planning Document

Subcommittees:

- Signature Events – Iona, Deana, & Joanne
- Recruitment, Engagement & Partnerships – Michelle & Marco
- Legislation & Education – Bianca & Dee Dee
- Resource Compiling & Spanish Translations – Ashley & America

2025 DEI Commission Goals

1. **Goal #1: Host two events for the community in 2025.**
 - *Increase attendance and offerings at the annual Juneteenth events.*
 - *Build upon the foundation of past events.*
2. **Goal #2: Attend 2-3 events to bring DEI resources to various populations and collaborate with community partners to achieve common goals.**
 - *Compile resources to share with the community.*
 - *Connect with other organizations and boards and commissions to combine efforts.*
3. **Goal #3: Recruit 3 members and 5 volunteers, and increase engagement from all members.**
 - *Activate subcommittee structure to engage current members.*
 - *Partner with Cultural Council and Youth Commission.*
 - *Pursue more frequent in person meetings.*
4. **Goal #4: Pursue testifying twice on DEI legislation to City Council, state, or national bodies.**
 - *Lean on councilmembers to bring topics of interest to meetings.*
 - *Subcommittee drafts letters to send and/or makes plan for recommendations.*

DEI Commission Long Term Goals

5. **Goal #1: Educate the community about current events and legislation, community resources, DEI principles, and culture.**
 - *Proclamations, tabling, resource tool/database, Connected newsletter, City Council partnership*
6. **Goal #2: Advocate for and support diverse voices, community awareness, legislation, kindness, and inclusive practices.**
 - *Incorporate learning into the agendas that leads to action*
 - *Visibility breeds awareness, providing diverse perspectives while being out in the community.*
 - *Fundraise?*

7. **Goal #3: Collaborate with community partners to achieve common goals.**
- *Gather and distribute resources (live link on website, printed pamphlet)*
 - *Partnering in events with other boards and organizations.*

Adopted by the DEI Commission on, January 29, 2025.

2025 DEI Commission Accomplishments

8. **Goal #1: Host two events for the community in 2025.**
- *Hosted 4 Community Movie Events Celebrating Different Minority or Historically Underrepresented Populations*
 - *Expanded Juneteenth Celebration with more offerings*
9. **Goal #2: Attend 2-3 events to bring DEI resources to various populations and collaborate with community partners to achieve common goals.**
- *Tabled: Adams County PRIDE, Music in the Park, Hispanic Heritage*
 - *Volunteered: SOAR Day with Friends & Backpack Giveaway*
 - *Brought Prairie View's JROTC students to Veterans Day flag raising*
 - *Participated in Youth Commission's Town Hall to educate youth in civic engagement*
10. **Goal #3: Recruit 3 members and 5 volunteers, and increase engagement from all members.**
- *Subcommittee planning structure helped to delegate tasks and accomplish more*
 - *In person meetings every other month*
 - *Cultural Council? Youth Commission? QCF?*
11. **Goal #4: Pursue testifying twice on DEI legislation to City Council, state, or national bodies.**
- *Proclamations: Black History Month, Women's History Month, Juneteenth, Hispanic Heritage Month, and Native American Heritage Month. Helped to coordinate proclamation being read for Asian American and Pacific Islander Heritage Month, PRIDE Month, and Indigenous Peoples Day.*