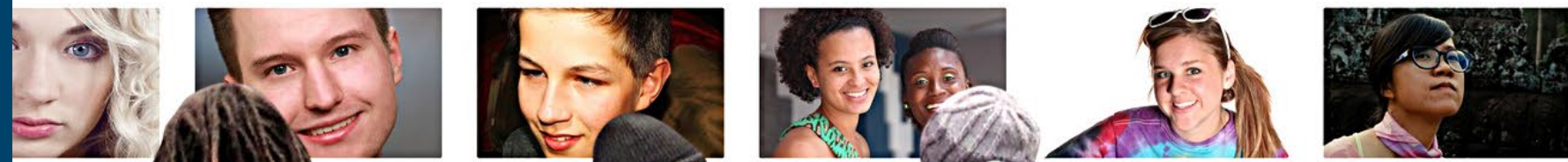


Diversity & Inclusion Survey Results

Human Relations Commission

December 7, 2020



Background



City of Chandler Human Relations Commission

Timeline of Events

June 2020

Proclamation at City Council

July/August 2020

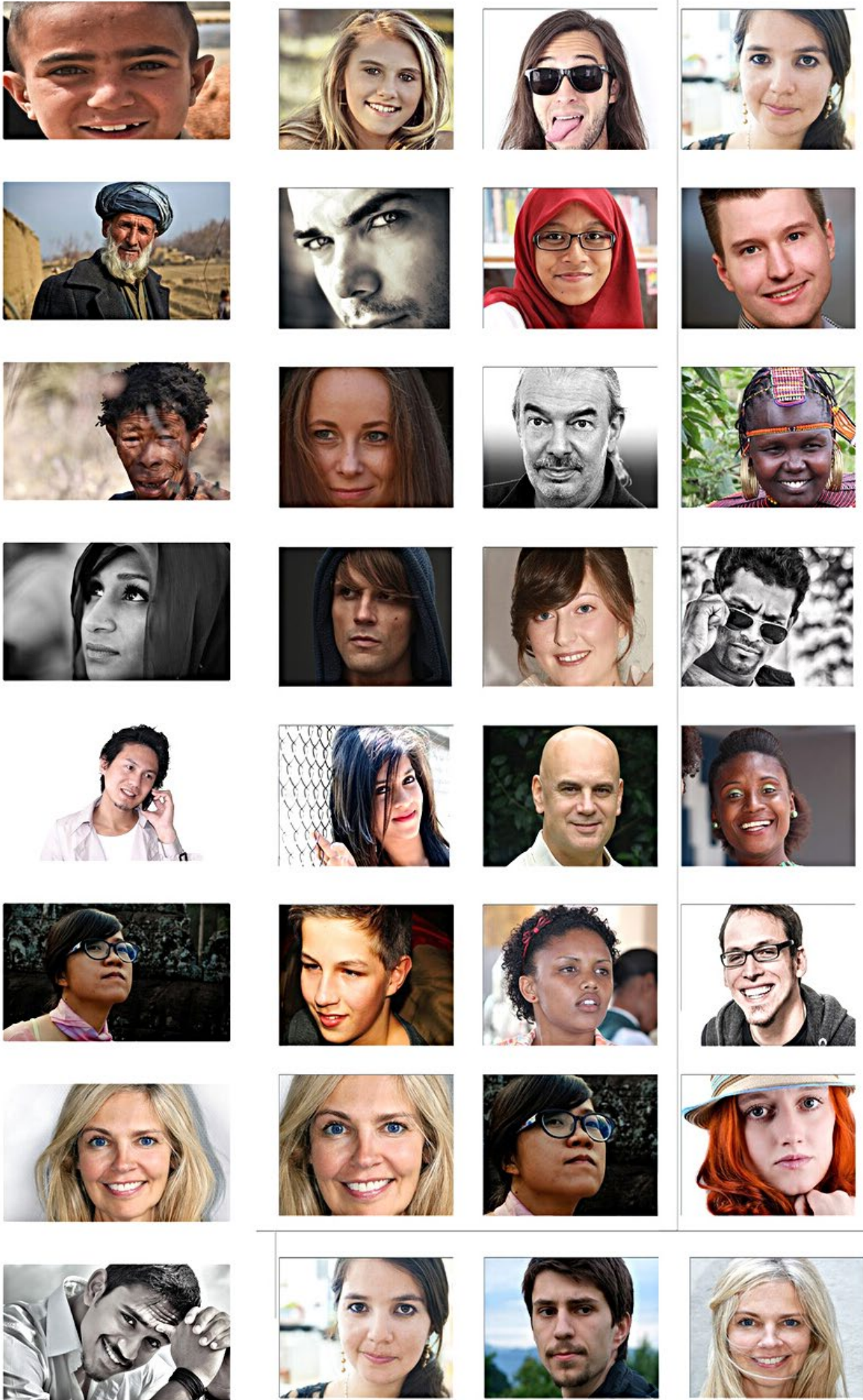
HRC Subcommittee developed D&I survey for residents

September 9-30, 2020

Survey in English & Spanish open to residents

October 2020

HRC Subcommittee reviewed results and developed recommendations



Who took the survey?

665 residents and those who work in Chandler



Zip code

85225

Length of Residency (Tied)

21+ years

6 -10 years

Income Level

63%

\$76,000+

What can the City of Chandler do to improve diversity and inclusion for all its residents?

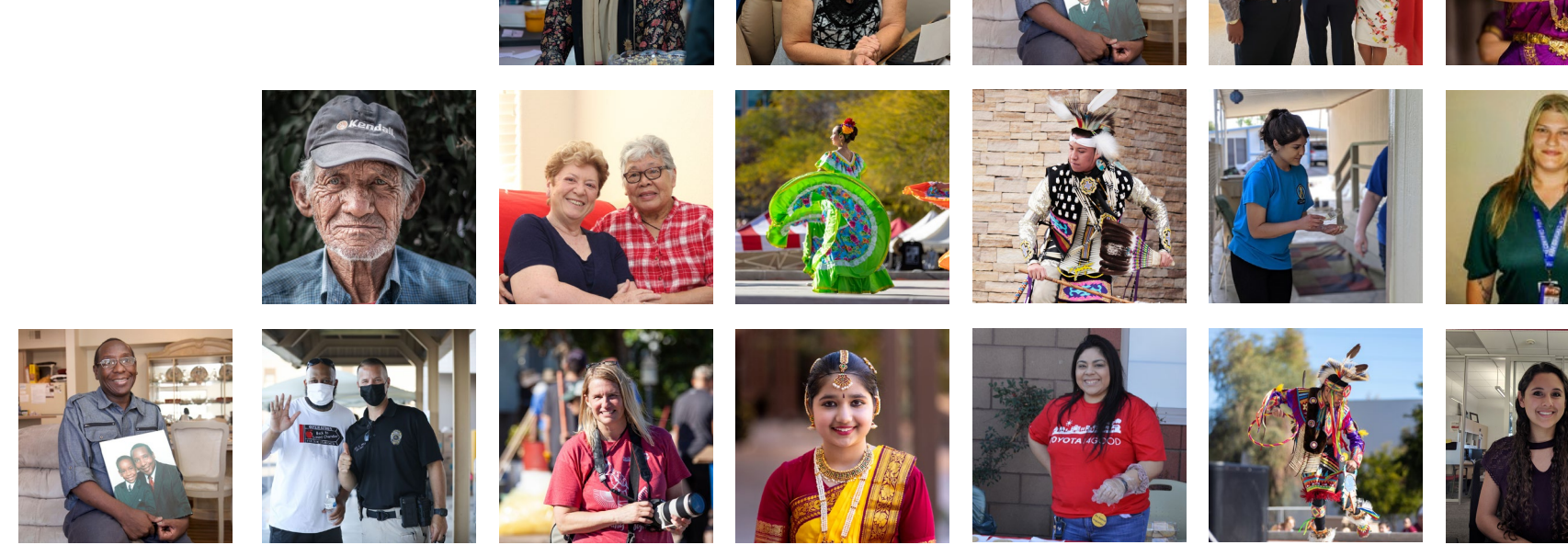
Consistent themes reflected in responses to this question:

- General Comments
- Education Opportunities
- LGBTQ+ Inclusion
- Staffing/Leadership Representation
- Community Policing Education and Outreach
- Expand Events and Locations
- Expand Communication and Marketing
- Other (Businesses/Affordable Housing/ADA/Faith/Etc.)



Diversity & Inclusion Consultant

We recommend employing a consultant to work with City departments to:



1

Identify best practices to improve diversity statistics within the City's administration.

2

Evaluate recruiting pipelines which ensure hiring opportunities for city roles reach diverse audiences.

3

Revamp and Maintain regular training and education for city staff.

4

Collaborate with relevant stakeholders for creating media regarding existing community building events and efforts.

5

Enrich educational forums, townhalls and cultural events for residents.

6

Enhance the network of communication with Chandler schools on Diversity education.

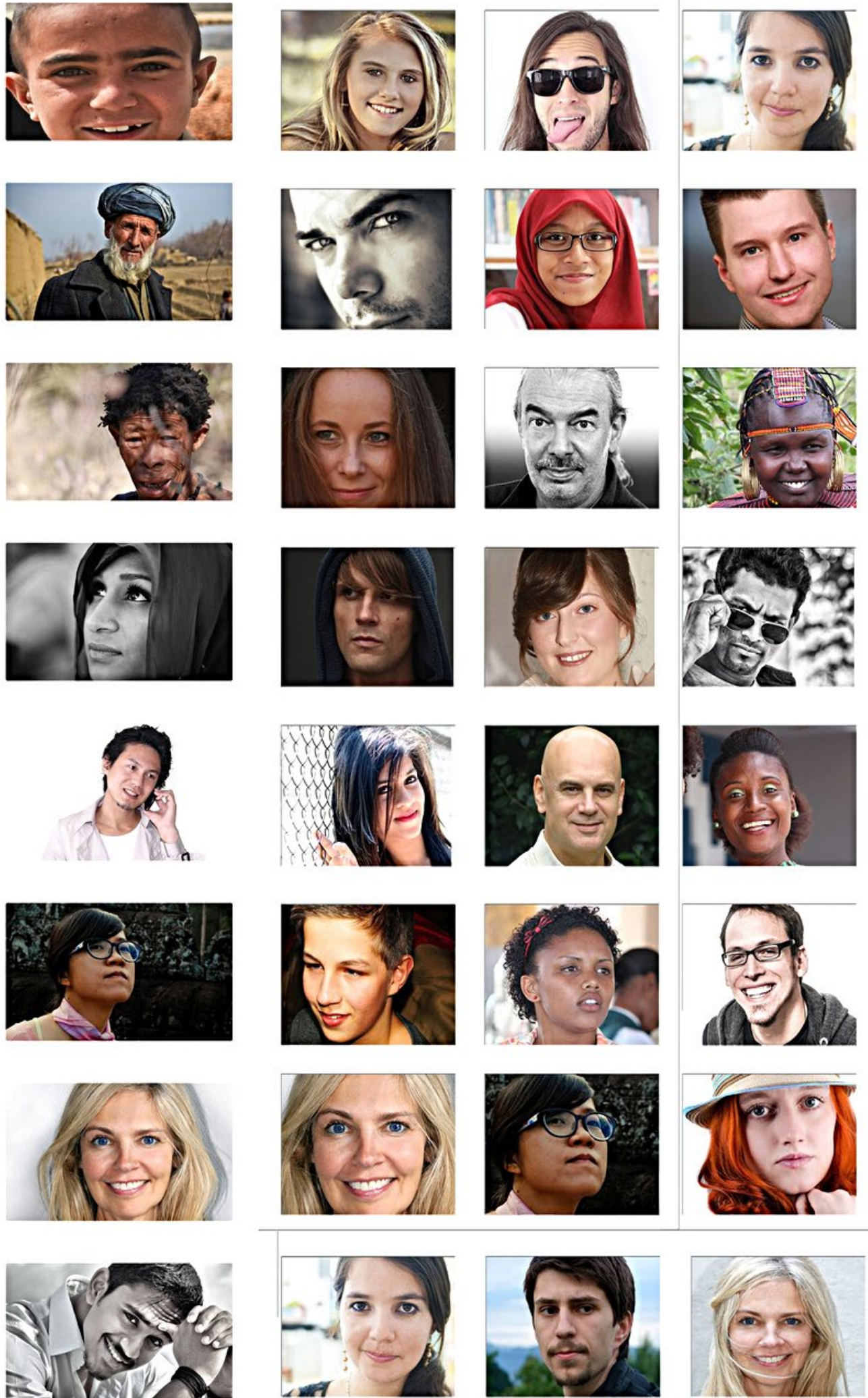
7

Evaluate necessary staffing, such as Diversity & Inclusion Officer, and resources to accomplish consultant recommendations.

Largest 10 organizations in Chandler all have a D&I Director except the **City of Chandler**

1. Intel 12,000
2. Wells Fargo Bank 5,500
3. Chandler Unified School District 4,900
4. Bank of America 3,600
5. Chandler Regional / Dignity Health 2,500
6. Northrop Grumman 2,150
7. NXP 1,700
8. PayPal 1,700
- 9. City of Chandler 1,586**
10. Microchip Technology - HQ 1,500





Questions?