
CITY OF MILL VALLEY

— Diversity, Equity and Inclusion —

Goals, Vision, Policy

City-wide

Our Commitment

The City of Mill Valley commits to act and encourage community action towards eliminating racial disparities, both inside government and in the community.

Black Lives Matter Resolution, 2020

City Manager's Office

In 2021, Council directed a staff-led, appropriately scaled organizational process that would:

- Build internal capacity
- Leverage existing resources
- Involve elected and appointed City officials and community partners

They also directed staff to:

- Continue to prioritize racial equity
- Intentionally consider racial equity when making policy, planning, and delivering programs and services
- Maintain accountability through implementation
- Conduct/monitor assessment on racial equity progress
- Share through transparent regular reporting

Police

Mission

The Mill Valley Police Department's mission is to provide a safe and secure community for our residents and visitors; protect life and property; enforce the law in a transparent and equitable manner; and develop strong partnerships through community outreach, education and collaboration.

338.2 POLICY

It is the policy of this department to safeguard the rights of all individuals irrespective of their disability, gender, nationality, race or ethnicity, religion, sexual orientation, and/or association with a person or group with one or more of these actual or perceived characteristics.

Bias-Free Policing 402.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Mill Valley Police Department's commitment to fair and objective policing. The intent of this policy is to increase the department's effectiveness as a law enforcement agency and to build mutual trust with the City and County's diverse individuals and communities.

Fire

Vision for the Future:

- A culture that represents the diversity of the community we serve.
- A culture that embraces diversity, recognizing the value this brings to the organization and those we serve.
- A recruitment culture that recognizes the challenges and obstacles our industry place to those of color and other minorities and pursues opportunities to break down those barriers.
- A culture that embraces opportunities to recruit and mentor women and minorities.
- A staff that represents the diversity of the community we serve, and the development and institutionalization of systems and processes to support this critical objective.

Arts

MV2040 - Mill Valley General Plan - ART.9 Artistic Diversity and Variety

Support and encourage a wide variety of established and emerging art forms and artists that include varied ethnic, cultural, age, gender, and economic populations among the users and providers of the City's arts, culture, and arts education offerings.

- **ART.9-1** When enacting City regulations, ensure support for artistic freedom, variety, and eclecticism.
- **ART.9-2** When promoting the arts, also promote the value of artistic diversity to encourage creativity, expand horizons, and accommodate a wide variety of artistic tastes.
- **ART.9-3** Provide low-cost opportunities for artists to display and sell their work in public and at events.
- **ART.9-4** Host and support multi-cultural arts events, performances, and displays.
- **ART.9-5** Encourage local arts community leaders and providers that reflect the diversity of established and emerging art forms and artists.
- **ART.9-6** Support and reflect artistic expression that draws upon the cultural diversity as found in the community's workforce.

Recreation

MV2040 - Mill Valley General Plan -

CV.4 Public/Commercial Space and Events - Create well-designed, accessible public and private spaces that will encourage and support community interaction and activity for all ages.

CV.7 Diverse Programs and Services - Continue to place high priority on programs and facilities that serve the entire community, and ensure that programs and services meet the diverse needs in the community for users such as seniors, youth, and special needs groups, with facilities and/or amenities planned and designed to accommodate a range of ages and abilities and changing definitions of recreation.

CV.7-3 Continually monitor and analyze the overall needs of the City's senior citizen population in order to meet the needs of this segment of the community. Provide the appropriate type, quantity, schedule, and class size of senior programs and activities.

Library

20/21 GOAL 11: Respond to the Black Lives Matter Movement

1. Create BIPOC-centered programming, seeking collaborations with other libraries as possible.
2. Facilitate book discussions related to the Black Lives Matter movement.
3. Document the history as well as present experiences of BIPOC.
4. Amplify and celebrate the voices of BIPOC.

20/21 GOAL 12: Evaluate Library Operations to Improve Diversity, Equity and Inclusiveness

1. Review policy, programs, services, and collection re: DEi and make short and longterm goals for improvement.
2. Offer staff training on diversity, equity, and inclusiveness to better serve and respond to the public.
3. Place holder for City recommendations from DEi Taskforce.

21/22 GOAL 7: Implement DEI Initiatives

1. Review all policy through an equity lens.
2. Participate in City's DEi Core Team.
3. Look for tools that will measure and help increase the diversity of the collection.
4. Implement a plan to support a more diverse workforce (recruitment and retention).

Human Resources

XIII. PERSONNEL ADMINISTRATION - The City Council, through the administration of the City's personnel system, desires and insists upon a highly competent and qualified workforce that reflects the richness of diversity that can be found throughout the employment marketplace of the San Francisco Bay Area. In order to achieve this goal, the City supports and encourages the following:

- The provisions of the Equal Opportunity Act of 1972.
- Fair employment practices in employment, services and treatment of all persons without discrimination related to race, color, national origin, sex, age, creed, religion, disability(ies), marital status, sexual orientation, or political affiliation.
- Establishment or utilization of a job standard or requirement only when there is a bona fide job requirement.
- The establishment and maintenance within the City's financial capability of a benefit and compensation program that is designed to attract and keep a diverse workforce. The design of this program shall take into consideration the diverse needs of a work force consisting of short-, mid- and long-term employees.
- The identification and maintenance of information on and the locations of groups and organizations which reflect the Bay Area's diversity that can be contacted regarding municipal employment opportunities.
- The development, adoption and dissemination of policies that are designed to ensure that the City is a safe and non-hostile place to work.
- Periodic training sessions on topics such as cultural awareness and sensitivity training so as to create and maintain an employee culture that places a high value on diversity.
- Diversity in the City's workforce which more specifically means diversity throughout all City departments and at all employment levels and within occupational groupings. (1/94)

Planning & Building (Affordable Housing)

Housing Supply and Diversity - GOAL 2.0: Provide opportunities for a range of housing types suited to residents of varying lifestyle needs and income levels.

- **Policy 2.1** Variety of Housing Choices- Encourage diversity in the type, size, price and owner/renter tenure of residential development in Mill Valley. Strive for a balance of unit sizes provided through new development.
- **Policy 2.2** Adequate Sites- Provide adequately zoned sites to address Mill Valley's housing needs, emphasizing locations near transit and services that promote walkability.
- **Policy 2.3** Residential Mixed Use- Encourage the efficient use of land by allowing commercial and residential uses on the same property in both horizontal and vertical mixed-use configurations.
- **Policy 2.4** Adaptive Reuse- Support innovative strategies for the adaptive reuse of existing building resources to provide for a wide range of housing types and residential uses.
- **Policy 2.5** Secondary Dwelling Units- Continue to support the provision of second units in all residential districts as a means of dispersing small, affordable units throughout the community.

Housing Affordability - GOAL 3.0: Enhance housing affordability so that modest income households can join and remain an integral part of the Mill Valley community.

- **Policy 3.1** Mixed Income- Housing Utilize the City's Inclusionary Housing Ordinance as a tool to integrate affordable units within market rate developments consistent with applicable densities, and to increase the availability of affordable housing throughout the community. Continue to prioritize the construction of affordable units on-site, with provision of units off-site or payment of an in-lieu housing fee as less preferred alternatives.
- **Policy 3.2** Affordable Housing Incentives- Facilitate the development of affordable housing through regulatory incentives and concessions, and/or financial assistance. Proactively seek out new models and approaches in the provision of affordable housing.
- **Policy 3.3** Financial Resources- Pursue expanded financial resources to support in the production of and conversion to affordable housing for Mill Valley's lower income workforce and special needs populations.
- **Policy 3.4** Public/Private Partnerships- Explore collaborative partnerships with nonprofit organizations, developers, the business community and governmental agencies in the provision of affordable housing.
- **Policy 3.5** Homeownership Assistance- Encourage the provision of financial assistance to low and moderate income first-time homebuyers through County and State programs.
- **Policy 3.6** Rental Assistance- Support and publicize available rental assistance programs for lower income and special needs households.

Public Works

Complete Streets Policy - "Complete Streets are planned, designed, operated, and maintained to be safe and comfortable for everyone, regardless of age, ability, ethnicity, income, or chosen travel mode. However, the last half-century of transportation planning and design has instead created hundreds of miles of "incomplete" streets – those without safe places to walk, bike, or take public transportation. Such streets are particularly dangerous for people of color, older adults, children, and those living in low income communities. These populations suffer disproportionately from poor street design in increased likelihood of illness, injury, and death. They are also more likely to be cut off from jobs, doctors, friends, and family, and to pay out much more of their budget to transportation than their counterparts." Smart Growth America.

ADA/Disability Access - The Americans with Disabilities Act (ADA), enacted on July 26, 1990, provides comprehensive rights and protections to individuals with disabilities in the areas of employment, public accommodations, State and local government services, and telecommunications. The goal of the ADA is to assure equality of opportunity, full participation, independent living, and economic self-sufficiency.

The City of Mill Valley works to ensure that people with disabilities have access to City programs, services, activities, and facilities. The City evaluates each service, program, or activity provided, when viewed in its entirety, to be readily accessible to and usable by individuals with disabilities.