Bexley Diversity and Inclusion Strategy
Amendment to Bexley Strategic Plan

Mission
Bexley’s Diversity and Inclusion mission is to partner with all community stakeholders to embrace diversity and to cultivate a welcoming and inclusive Bexley.

Vision
A welcoming and diverse Bexley community where all are included, feel safe and are fully valued.

Goals
Goal One: Welcoming New Residents
Establish a ‘New Residents Welcoming Committee’ and ‘Welcome Packet’ that promote Bexley as a welcoming, diverse and inclusive environment for all, and that includes diverse and inclusive language, imaging, branding and logo.

Goal Two: Police/Community Relations
Improve Bexley Police Community Relations: Address perceptions and realities of how Bexley Police protect and serve the Bexley Community. Expand and encourage forward-thinking community engagement by the Bexley Police Department in order to strengthen bridges to the community, with a focus on reaching segments of the community that have historically been vulnerable to bias.

Goal Three: Create an Inclusive Greater Bexley Community
Form an Open and Welcoming Bexley (future mind set and environment).

Initial Action Items

Organizational Action Items:
● Seek official endorsement of D&I Collaborative mission, vision, and goals from member institutions/organizations.
  Action Item Responsibility: All partner organizations

Goal One Action Items: Welcoming Bexley
● Host “New Resident Welcome Cookout” event twice a year (Summer/Fall and Winter/Spring).
  Action Item Responsibility: City of Bexley organizes with support from partner organizations
● Review New Residents Welcome Packet to ensure it doesn’t contain biased or exclusive language, and that it is ‘immigrant-friendly’ and/or multi-lingual. Also review Packet, City of Bexley website and street banners to ensure visual representation of diversity.
  Action Item Responsibility: City communications staff with consultation from diversity professionals
● Personally deliver “New Residents Welcome Packets” to new residents and ensure that tenants are included in the distribution strategy and methodology.
  Action Item Responsibility: Elected officials, community ambassadors
Goal Two Action Items: Police/Community Relations

- Conduct Police / Community BBQ Cook-offs, picnics or potlucks at the new Schneider Bexley playground, with a forum for open conversation about race/bias. Include active participation from non-uniformed officers.
  
  **Action Item Responsibility:** City of Bexley in partnership with BMPA

- Publicize information on Police Community Initiatives: Cops with Kids, Coffee with a Cop, Citizens Police Academy, etc. and engage D&I Collaborative Police Officer Participants in community-focused initiatives to educate residents in the reality of policing.
  
  **Action Item Responsibility:** City communications staff working with Police Department

- Help improve communication regarding the police department and their organizational structures, training and activities through newsletters, the website, police staff profiles, tours of police facilities, etc.
  
  **Action Item Responsibility:** City communications staff working with Police Department

- Ensure transparent and accountable complaint review processes for incidents of reported police bias. Continue to monitor regional and national best practices for complaint review processes.
  
  **Action Item Responsibility:** Mayor/Safety Director

- Publish stats on Police encounters including citizen complaints and outcomes.
  
  **Action Item Responsibility:** City communications staff working with Police Department

Goal Three Action Items: Encourage an Inclusive Greater Bexley Community Action Items

- Advertise city events more openly in surrounding communities, and reciprocate by promoting events hosted in surrounding communities.
  
  **Action Item Responsibility:** City communications staff with area organizations

- Increasing diversity representation across communications to promote the existing diversity in the City of Bexley:
  - A ‘One Bexley’ D&I marketing campaign that uses City of Bexley communication mediums, and resources
  - Banners along Main Street with Bexley residents from a wide variety of diverse backgrounds with “I am Bexley” messaging on the banners.

  **Action Item Responsibility:** Partner organizations communications staff with graphic designer

- Encourage public and private entities to be mindful of representing diversity in communications concerning the Bexley community.
  
  **Action Item Responsibility:** Partner organizations communications staff

- Review existing City of Bexley periodic survey questions and add question(s) to survey that address D&I
  - Ensure that survey responses incorporate feedback from tenant populations.

  **Action Item Responsibility:** City communications staff

- Develop community-focused training to help inform residents on how to positively interrupt and educate concerning implicit bias.

  **Action Item Responsibility:** Partner organizations

- Research and implement best and promising practices to widen the audience for community conversations about D&I
  - Conduct periodic D&I Community Forums that promote conversations on D&I topics such as “White Fragility”, Immigration, Restorative Justice Practices, Implicit Bias, etc.

  **Action Item Responsibility:** Partner organizations