



# Human Relations Commission

## Agenda Report

**For Agenda of:** 7/9/2025

**Item Number:** 4a

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**SUBJECT:** DEI STRATEGIC PLAN IMPLEMENTATION UPDATE

### RECOMMENDATION

Receive and file the DEI Strategic Plan implementation update.

### BACKGROUND

In 2020, the City Council authorized and approved a resolution that established a Diversity, Equity, and Inclusion (DEI) Task Force, which was comprised of 12 residents and community members at-large. The DEI Task Force completed three months of intensive work that included receiving presentations and information from the community and carefully evaluating and discussing initiatives that could advance DEI efforts within the City of San Luis Obispo. The work of the DEI Task Force culminated in the release of a report to City Council with five recommendations to do just that, these recommendations included:

- 1) Adopt DEI as a Major City Goal for fiscal years 2021-2023
- 2) Establish the Office of Diversity, Equity, and Inclusion within the City
- 3) Develop and implement a DEI Strategic Plan for the City
- 4) Commit ongoing, annual funding of at least \$150,000 for DEI High Impact Grants
- 5) Charge the Human Relations Commission (HRC) to designate DEI as a standing priority

To fulfill recommendation 3), staff began with presenting a framework for a DEI Strategic Plan at the May 5, 2023 City Council meeting and received feedback and direction to focus on action-oriented and specific tactics that directly address diverse communities' needs and organizational transformation. The DEI Strategic Plan was formed throughout 2023 including through surveys, community engagement, and data collection/analysis. In February 2024, City Council adopted the [final DEI Strategic Plan](#) (para acceder al Plan Estratégico de DEI por favor [acceda AQUÍ](#)), which has been in the implementation stage since.

This update to the HRC will provide an overview of specific, pertinent DEI Strategic Plan tasks along with the Office of DEI's priority items over the next two fiscal years.