

Memorandum

To: Mayor Kristine Lott, Deputy Mayor Jim Duncan & Councilors Bryn Oakleaf, Aurora Hurd & Thomas Renner

From: Yasamin Gordon, Equity Director

Date: 04/11/2022

Re: **Equity Audit Findings Presentation at April 18 Council Meeting**

Dear Mayor, Deputy Mayor & Councilors,

I am excited to let you know that Iris Bond-Gil, CEO of Opportunity Consulting (Formerly IBG Consulting) will be at the April 18 City Council meeting to present the report of the Equity Audit to you and the broader public. This memorandum is to provide an outline the structure of the presentation and the reasoning behind aspects of the Audit that may be different from reports you've seen previously. Please feel free to reach out to me directly with any questions in preparation for this welcomed event. Because this is the Council's only meeting with consultant included in the contract, it's essential that we make the best use of this time.

Presentation:

60 Minutes total, slideshow format (the content of the slides will be included in Friday's agenda packet with the Equity Audit Report)

- 30 minutes for Ms. Bond to present the findings & recommendations
- 30 Minute Q&A
 - The Q&A is for Councilors and members of the public to ask questions of the Consultant.
 - City staff are not planning to answer questions at this time, as they will have only recently received the final draft of the report and this will be the Council and public's only meeting with the consultant.

Equity Audit Report:

- The Audit Report is an 80-page combined City/School District report with findings and recommendations.
- The outcomes are focused & structured to intentionally amplify the **perspective** of the most marginalized groups within Winooski. *They illustrate how our most at-risk residents view the city and the School District.* The report is not intended to be a composite reflection of the majority resident voices, but rather of those whose voices are not often heard.
- The Audit reflects both past & present-time, and may not include all issue-specific efforts by the city since the time it was initiated. If participating members were not aware of the efforts at the time, the efforts would not be noted.
- **Recommendations-** The consultant's recommendations will be based on their-professional assessment of reasonable actions that the City and/or School District could potentially take to address the inequities. The Recommendations are intended to be specific suggestions for immediate action and to serve as guidance in future consideration of potential solutions.

The Audit will inform much of the City's Equity work over the next few years and I'm eager to get started. Winooski has a real opportunity ahead to make strategic, tangible change and I'm very excited to work with you and the community in this effort!



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Signed,

Yasamin Gordon, Equity Director

Cc: Wendy Harrison, Interim City Manager

