



# **CITY OF MCMINNVILLE: Organizational Assessment Initiative (CMAI)**

## **March 26, 2024**



**Talitha Consults**  
*Interdisciplinary • Multilingual • People-centered*

# DIVERSITY IS WHO WE ARE TOGETHER, NOT WHAT WE DO.



## Talitha Consults LLC – based in WA State, serving nationally and internationally

- Principal Founder is a regional planner by training, “equitable and sustainable community planning is a multi-sector effort”.
- Interdisciplinary | Multilingual | People-centered, rooted in **the culture of care for shared humanity**
- Inclusive & meaningful engagement and communication **as our default approach**
- Cultivating communities that are more just, fair and inclusive is **a journey**, not a one-and-done effort.

**Guiding Principles:** Racial equity, social justice and radical inclusion. Equitable development. Entrepreneurial mindset. Steadfast & thorough customer support. Asset-based solutions. Deep listening.

**Guiding Framework:** Government Alliance on Race and Equity, The Center for Racial Justice Innovation’s Racial Equity Impact Assessment, and Othering and Belonging Institute, Socioecological Framework for change management & Implementation Science.

**Service Model:** To empower and equip our clients. Their success is our success!



**Beryne Odeny, MD, PH.D**  
Strategic Advisor for  
Implementation Science



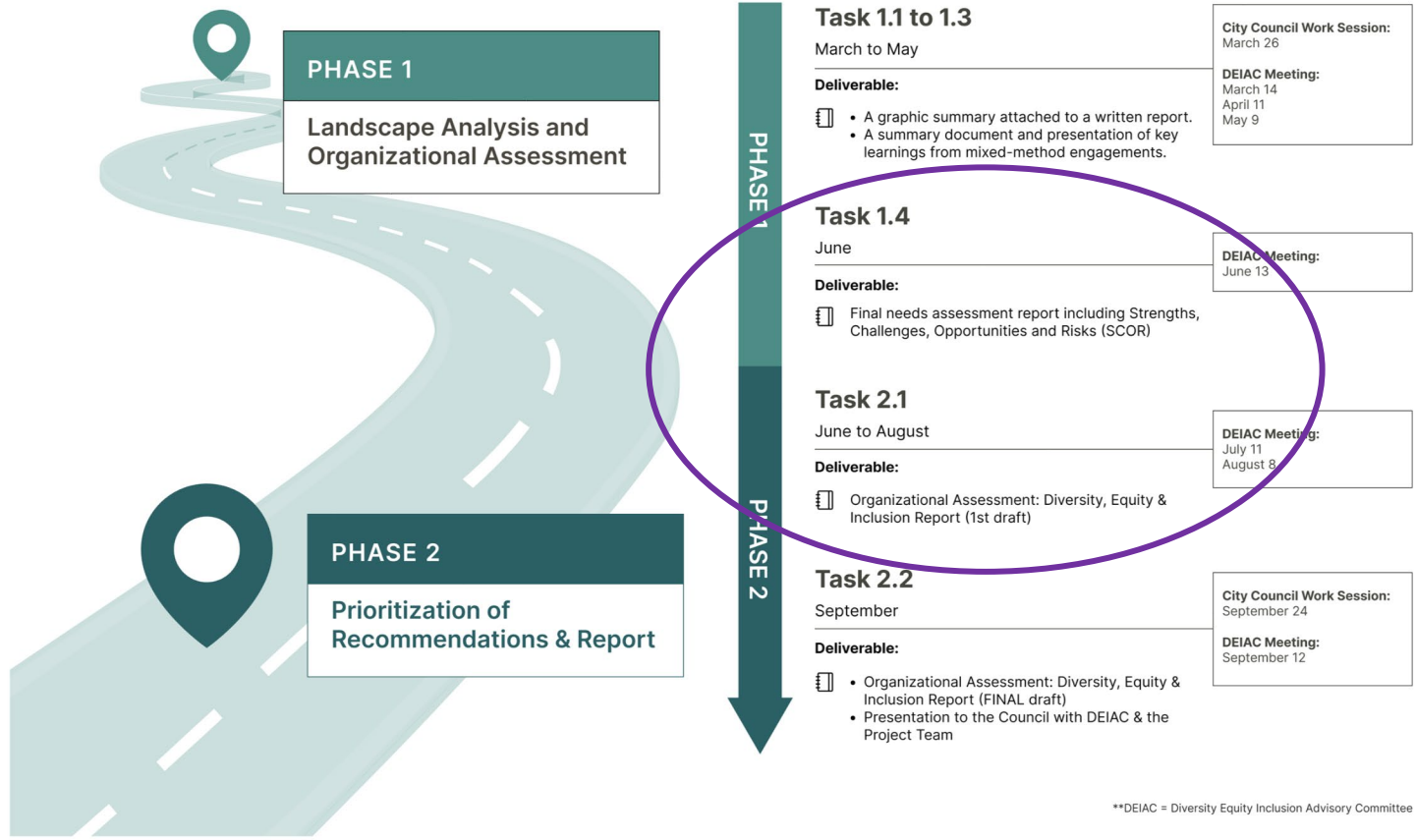
**Jonathan Joseph, MURP & MPH**  
Racial Equity & Social Justice Advisor  
Equitable Development



- ❑ Scientists, researchers, health care professionals, regional and urban planners, social workers, educators, designers, policy analysts & communication experts.
- ❑ Fluent in fourteen languages between 9 people, including Chinese, Somali, Spanish, Swahili and Vietnamese (multicultural and multilingual).
- ❑ Cultural humility augmented by a culture of self-reflection and self-awareness.

# Timeline

February - End of September 2024



**PHASE 1**  
Landscape Analysis and Organizational Assessment

**PHASE 2**  
Prioritization of Recommendations & Report

PHASE 1  
PHASE 2

**Task 1.1 to 1.3**  
March to May

**Deliverable:**

- A graphic summary attached to a written report.
- A summary document and presentation of key learnings from mixed-method engagements.

**City Council Work Session:**  
March 26

**DEIAC Meeting:**  
March 14  
April 11  
May 9

**Task 1.4**  
June

**Deliverable:**

- Final needs assessment report including Strengths, Challenges, Opportunities and Risks (SCOR)

**DEIAC Meeting:**  
June 13

**Task 2.1**  
June to August

**Deliverable:**

- Organizational Assessment: Diversity, Equity & Inclusion Report (1st draft)

**DEIAC Meeting:**  
July 11  
August 8

**Task 2.2**  
September

**Deliverable:**

- Organizational Assessment: Diversity, Equity & Inclusion Report (FINAL draft)
- Presentation to the Council with DEIAC & the Project Team

**City Council Work Session:**  
September 24

**DEIAC Meeting:**  
September 12

\*\*DEIAC = Diversity Equity Inclusion Advisory Committee



PHASE 1

- A summary document and presentation of key learnings from mixed-method engagements.

### Task 1.4

June

DEIAC Meeting:  
June 13

**Deliverable:**

- Final needs assessment report including Strengths, Challenges, Opportunities and Risks (SCOR)

### Task 2.1

June to August

DEIAC Meeting:  
July 11  
August 8

**Deliverable:**

- Organizational Assessment: Diversity, Equity & Inclusion Report (1st draft)



## Existing landscape assessment **(NOW)**

### I. Primary: (People-centered Approach)

- Individual in-depth interviews with key stakeholders (Points of Contact)
- Listening sessions
- In-language targeted population
  - Quant + Qual (empirical data)

### II. Secondary: (Purposeful - data findings into insights)

- American Community Survey
- 2020 Census Data - granular level
- School district data
- Public Health & Human Services (State & County)
  - Quant + Qual (empirical data)

PHASE 2



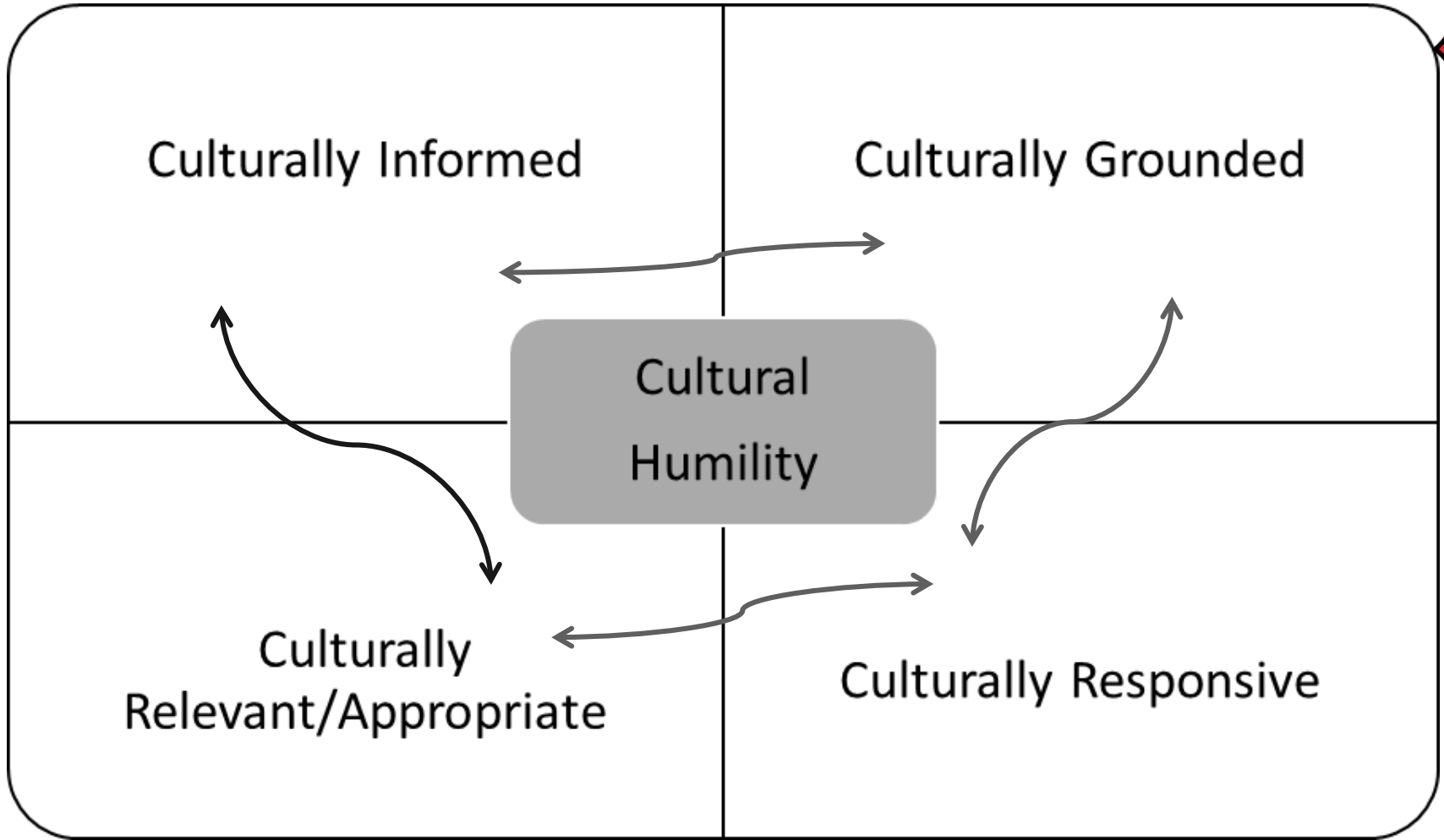
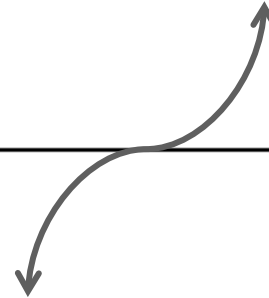
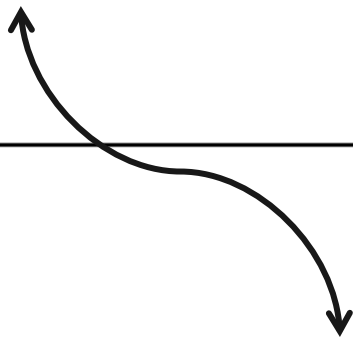
Culturally Informed

Culturally Grounded

Cultural  
Humility

Culturally  
Relevant/Appropriate

Culturally Responsive





# Incorporate meaningful and diverse inclusion in all we do AT TALITHA

## **Present** municipal clients:

- City of McMinnville, OR (Present)** *Supported with engagement for Parks Master Plan*
- City of Vancouver, WA (Present)**
- Oregon Metro, OR (Present)**
- King County, WA (Present)** *Parks, Dept of natural resources & parks, Metro, Community Development*
- TriMet, OR (Present)**

## Some municipal clients in the **last** 5 years:

- City of Burlington, VT**
- Utah Transit Authority, UT**
- Tacoma Pierce County Public Health, WA**
- City of Tukwila, WA**
- Green Mountain Transit, VT**
- WA State Department of Ecology, WA**
- Bend Parks and Recreation District, OR**

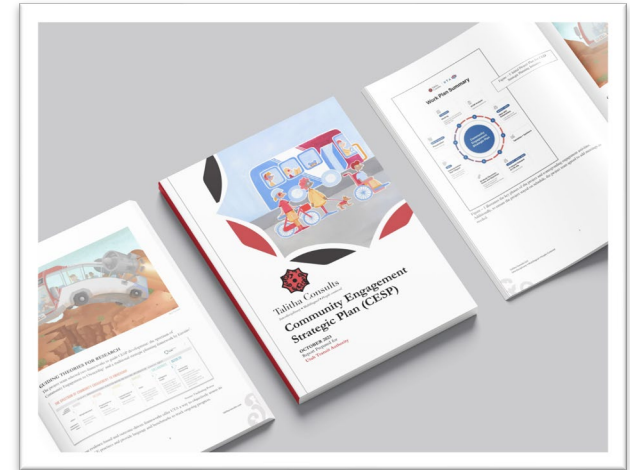


Image of a professional document highlighting art created with Youth Artists from diverse backgrounds



Time for questions

Thank You !!  
ကျေးဇူးတင်ပါတယ်  
Gracias.  
Danke . ကျေးဇူးနိုး  
Asante  
Sana