

2021 Biennial City Council Goals Update

Originally Adopted April 8, 2019. Reaffirmed February 3, 2020 with focus on highlighted items.

GUIDING PRINCIPLE #1: SENSE OF COMMUNITY

Citizen Engagement		January 2020 Update	April 2020 Update	July 2020 Update	October 2020 Update
1)	Engage Citizen Advisory Groups, Neighborhood Associations, and the community to create and implement a robust disaster preparedness program for West Linn.	Fire hazard mitigation planning efforts commenced in October with TVFR meetings. Fire hazard mapping substantially complete and additional meetings including state agencies being scheduled. Quarterly emergency planning events with first responders, City staff, and WLWV District staff continue, October's theme included table top exercises on school lock out scenarios. Joint PSAB/Council meeting on 12/2 with discussion on emergency preparedness and Incident Command System (ICS) training. Staff and Council working on completing ICS training. Staff performed Emergency Operation Center training in November 2019.	State of Emergency declared by Council on March 19. City Emergency Operations Center activated due to novel coronavirus pandemic, with joint coordinated communications with Clackamas County, TVFR, WLWV School District, and other government and public health agencies. Ongoing actions and communications to the community on constantly evolving public health recommendations and service changes. Staff and Council continue to focus on ICS training. TVFR leadership attend monthly meetings with City staff to coordinate on issues of mutual interest. Parks Director working on wildfire mitigation assessment and planning with State agencies, work crews scheduled to cut the area below homes at the White Oak Savanna around June 22.	Coronavirus pandemic response continues, in accordance with state and public health guidance and in coordination with neighboring agencies. Ongoing actions and communications on constantly evolving public health recommendations and service changes. State of Emergency set for extension at July 6 Council meeting. Successfully applied for and received funding for emergency business grants, pandemic CARES federal assistance for City response, and SAIF funding for safety improvements. Promotion of the Map Your Neighborhood Program continues in City communications. Emergency Preparedness Fair to be cancelled due to pandemic. Parks Director worked with TVFR and Oregon Dept. of Forestry to assess the City's Natural Hazard Mitigation plans surrounding wildfire prevention. Work crews cut the area below homes at White Oak Savanna around June 22nd. Firewise recommendations have been shared with the public as part of regular annual communications.	Covid and wildfire emergencies have helped put our emergency operations into practice. We continue to make operational changes in response to evolving public health guidance and provide associated public communications to keep the public informed. Successfully received federal funding for two rounds of local business grants, pandemic CARES federal assistance, and SAIF funding for safety improvements. Provided an emergency preparedness education program in September, along with Map Your Neighborhood promotion and emergency preparedness resources in our wildfire and Covid communications and websites. Council wildfire declaration expired on October 5, Covid declaration active until November 9.
2)	Build collaborative relationships with Citizen Advisory Group members by recognizing their skills and expertise and empower them to advise the Council and help carry out the goals of the City.	Council completed joint meetings with all advisory groups and the WLWV School Board in 2019, with the exception of CCI due to quorum issues and LAB, which is scheduled for February 2020.	Coronavirus pandemic temporarily halted citizen advisory group meetings. Technology solutions being rolled out and first CAG meetings occurring week of April 7. Percent for Art Program with LAB input scheduled for upcoming Council meeting.	Citizen advisory group meetings resuming virtually as-needed to conduct business. CCI discussion scheduled for July 6, CCI approved a recommendation for a new structure at their April 28 meeting.	Citizen advisory group progress slowed during the early months of the pandemic, but is largely back to normal. New CCI bylaws with amended structure were approved by Council on October 12. CAG appointments are opened up and will be promoted through City communication channels and in the Tidings, in addition to encouragement for current members to reapply.
3)	Investigate and implement ways to engage a broader swath of citizens in the business of the City. Make it easier for citizens to effectively participate in the business of the City.	Increased electronic promotion of public meetings and special events continued throughout 2019, with positive effects on citizen engagement. Facebook and Twitter metrics saw significant spikes, with 295 new FB likes and 131 new followers and 25,600 average monthly impressions on Twitter. A revitalized Nextdoor City presence has created a more engaged audience there as well. Facebook Live streaming of important City events (e.g. State of the City, Waterfront Open Houses, Post Office Town Hall, Council Town Hall) was well received with combined views approaching 3,000. Highlighted ability to provide written comments electronically (e.g. via webform for Post Office meeting or Council email) in our newsletters/social media/website for those unable to attend meetings. In-person open houses and field visits to speak directly with citizens and learn how best to connect with them on Main Street and other construction projects rounded out our efforts. Resolution and packet materials remain ready for Council requested change to CCI bylaws, awaiting CCI recommendation.	Virtual Council meetings with new eComment feature and phone/videoconference public input have been successfully launched. Planning Commission and other CAG meetings to follow. Electronic means of connecting with City services have skyrocketed during the pandemic, including extensive new Library and Parks online services. Increased social media (Facebook, Nextdoor, Instagram, Twitter), newsletters (general, Library, ACC, Main St. Construction, etc.), and City websites (GO Bond Projects, Coronavirus, project pages, department pages, etc.) have become crucial platforms for community use. Newspaper ads and physical flyers mailed with utility bills are being used to provide resources to vulnerable populations and those without access to our digital content.	Virtual public meetings and other electronic means of connecting with citizens continue to increase dramatically during the pandemic, making it easier than ever for citizens to participate in City processes from the comfort of home-see April update for details. CCI structure expected to be discussed at July 6 meeting. Building Bridges Town Hall discussion scheduled for July 8.	Virtual public meetings and other electronic means of connection to citizens continue to increase and be refined during the pandemic, reaching a new audience and making it easier to connect with the City as part of peoples' daily lives (see April update for details). Arts and Culture Commission continues to work on bylaws and provided recommendations to Council regarding percent for art that were adopted by Council.
4)	Implement codes of conduct and ethical standards for City Council members.	Council passed Ordinance 1704 on 12/9/19, creating a clear policy for reporting and investigation of workplace harassment that applies to elected officials, board members, and volunteers. Harassment training was provided at the 1/29/20 Citizen Advisory Group training. Processes for training and documented acknowledgement by all volunteers/board members/electeds are in place. Council's Guidelines for Civil Discourse have been posted and widely distributed.	Ordinance 1704 passed on 12/9/19. Ongoing documentation of CAG member training.	Renewed push from all CAG staffers in June to have members sign off on harassment training forms.	Council to discuss codes of conduct and public comment at upcoming worksession. A good portion of CAG member harassment forms completed, NA officer compliance is lower.
5)	Finalize restoration of Citizen Vision Goals to the Comprehensive Plan.	Neighborhood Associations provided input on the Citizen Vision Goals in 2019. Awaiting establishment of an active CCI in 2020 to finalize and provide a recommendation to Council.	Awaiting CCI recommendation to Council.	Awaiting CCI recommendation to Council.	Awaiting CCI recommendation. The CCI is finalizing their update to the Citizen Vision Goals on October 22, and is tentatively scheduled to be sent to Council around the end of the month.

GUIDING PRINCIPLE #2: LAND USE AND

Planning and Community & Economic		January 2020 Update	April 2020 Update	July 2020 Update	October 2020 Update
6)	Create a process that considers community input during construction plan review, before plans are released for construction.	Planning Commission and Engineering Staff have begun dialog on understanding Engineering Standards and procedures. It is a 2020 goal of the Planning Commission to continue these conversations. Item to be scheduled in 2020, further Council discussion and direction (possibly to CCI) required.	Planning Commission discussing engineering standards of interest (e.g. street width, major/minor utilities, stormwater). Further Council discussion and direction (possibly to CCI) needed.	Further Council discussion and direction needed.	Further direction and Council discussion needed.
7)	Continue West Linn's Waterfront Planning Project with community and stakeholder engagement.	Two well-attended Waterfront Open Houses held in December. Staff working with the State Historic Preservation Office (SHPO) to apply for Historic City Hall National Historic Register designation. Community Development Block Grant application for \$80K in ADA improvements at Historic City Hall submitted to Clackamas County. Willamette Falls Lock Commission meetings continue at City Hall with legislation to create a new Willamette Falls Locks Authority to upgrade and maintain the Locks, designated as House Bill 4150, being lobbied through the short session.	City applied for Community Development Block Grant for Historic City Hall. Clackamas County is holding a public hearing on April 9, with West Linn non-profit and citizen testimony planned in support. Grant decision expected in May. Willamette Falls Locks Commission continues work towards financing and forming a public corporation. HB4150 passed House. Willamette Falls Heritage Coalition working on funding opportunities. Council allocated \$1.285M to Historic City Hall on February 10, contingent on a parking agreement and new letter of commitment.	Planning Commission received a Waterfront update on July 1. Near term goals include adoption of the Willamette Falls Drive Conceptual Design (Arch Bridge to Tualatin River) into the West Linn Transportation System Plan (TSP); and combining information from all open houses into a draft Master Plan to identify proposed trails, parks, open spaces, transportation improvements, and the general land use pattern for the planning area to distribute to community, property owners, Planning Commission, and City Council for feedback. Historic City Hall parking agreement and lease on Council tentative agenda for July 20. The City is involved in a number of projects impacting this area including Highway 43 improvements and I-205 Widening/Tolling. At April 20 Council meeting, Council recognized progress on this goal as being impacted by COVID and other pressing Council topics.	Near term Waterfront work underway - see July update for details. Longer term goals include Historic City Hall District zoning/design standards discussion and development of code language; and developing an infrastructure financing plan, including a decision on a tax increment financing district. The City remains involved in a number of other projects impacting this area including Highway 43 improvements, Willamette Falls Locks, Historic City Hall improvements, and I-205 Widening/Tolling. Historic City Hall financing decisions awaiting Bond counsel feedback, pending documentation from Coalition. Historic City Hall Work Group met at end of September, next meeting pending Bond counsel advice and grant information from Coalition. Meeting between Council and Coalition to be scheduled.
8)	Actively pursue opportunities and funding options to create safe indoor spaces for active recreation, entertainment, and community gathering places consistent with the approved Parks and Open Space Master Plan.	City facilities project scopes, cost estimates, and data discussed extensively by Council at multiple meetings over 2019 as part of GO Bond project allocations, funding allocation decisions planned for 2/10/20 Council meeting.	Funding allocations of \$717K to Robinwood Station and \$1.285M to Historic City Hall made by Council on February 10 (see 2/10 Council documents for detailed info). McLean House exterior painting contract executed and project started, architect designs received and scope of work being developed for ADA upgrades. Robinwood Station renovation application being finalized for submission. Further Council discussion needed on an indoor recreation center per February 2020 goal review session.	McLean House exterior painting completed, ADA interior upgrades contracted, ADA walkway completed. Sunset Fire Hall new parking lot asphalt restriped and pathway connection from parking lot to park entrance completed. Robinwood Station land use application submitted, agreement sent to FORS from City Attorney. Bolton Fire Station hazardous materials study being completed. At April 20 Council meeting, Council identified facilities plan and recreation center as lower priorities due to COVID and other pressing Council topics.	On August 27, the West Linn Planning Manager approved a request for Class I Design Review for improvements to Robinwood Station. City attorney and FORS attorney negotiating Robinwood Station use agreement (partially dependent on Bond counsel review). Bond counsel reviewing documentation for non-profits related to City facilities to inform Council decision on facilities funding. Library generator installed and ready for emergency use as needed. Police generator currently being installed and to be connected October 23. McLean House exterior painting, ADA walkway, and interior ADA improvements completed.
Transportation					
9)	Actively pursue opportunities and funding options to create an intra-city shuttle system.	Transportation Town Hall at Adult Community Center held 11/12/19. Tri-Met representative at this meeting highlighted improvements to service in Clackamas County and noted they are exploring additional frequency and the possibility of a Salamo line in West Linn.	Clackamas County is performing transit studies to identify areas with inadequate service, address shortfalls, and consider last-mile shuttle connections. The study includes West Linn areas and West Linn staff are serving on the technical committee to bring back information and public input opportunities.	Clackamas County transit study currently underway. Survey on shuttle service being promoted through July.	Phase two of the Clackamas County transit survey (promoted by County and City) is underway to inform the Clackamas County Transit Development Plan. Transit Plan staff presenting to Council on Oct 19.
10)	Implement high priority transportation/safety measures identified in the Transportation System Plan (TSP) and supported by GO Bond funds to create safe routes to schools and enhance pedestrian safety.	Significant progress on GO Bond Transportation projects has been made, with frequent check-ins and oversight from Council. Construction on the Historic Willamette Main Streetscape is well underway. Design of the 10th Street/Salamo Project is ongoing through the winter. Highway 43 construction plan design for Arbor Drive to Hidden Springs continues by ODOT. In May 2019, Council awarded the contract for design of the remainder of the Highway 43 corridor from Hidden Springs to I-205 and Willamette Falls Drive from Highway 43 to the Tualatin River. Following extensive community outreach and creation of a prioritized list of projects by TAB over the summer, the Safe Routes to School project was temporarily suspended due to staffing turnover, but restarted in January.	Progress on GO Bond Transportation projects is ongoing. Historic Willamette Main Street north side construction is continuing during the pandemic, with reduced traffic impacts. WFD street/sidewalk use program being discussed at Council (4/6 and 4/13). 10th St/Salamo conceptual designs complete, final scope and design is ongoing. Highway 43: Design of Arbor Dr. to Hidden Springs Rd. through Winter 2021, construction (Arbor Dr. to Hidden Springs Rd.) Spring 2021, preliminary design (Mapleton Dr. to I-205) ongoing through GO Bond funding period 2019-2021 (30% plans expected in April). Safe Routes project resumed in February with additional community outreach and NA meetings, staff is preparing plans for first project at Bolton Primary School. 30% design plans for WFD improvements from 10th St. to Hwy 43. are expected in April. Further Council discussion needed on transportation safety project funding and prioritization.	Substantial progress on GO Bond Transportation projects continues. Historic Willamette Main St. construction continues with paving currently ongoing and expected substantial completion in July; Council decided against adding a median to the design at this time. 10th St./Salamo conceptual design complete, final engineering scope/design ongoing and pending completion of Historic Willamette Main St. project. Highway 43: draft design plans under review process. Safe Routes to School first project at Bolton Primary School underway, with designs underway for next priority projects.	Main St. construction is nearing completion, with phase two landscaping improvements scheduled for November, Council to revisit parking options at October 19 meeting. 10th St./Salamo Council work session presentation on 9/21 regarding 60% design, final design anticipated December/January. Hwy 43 (Hidden Springs to 205): Awaiting outcome of Nov. 3 Metro ballot measure, which includes Highway 43 while draft designs under review. Hwy 43 (Arbor to Hidden Springs): Project design ongoing with ROW/Utility work scheduled for completion in 2022 and construction planned for 2023. Safe Routes to School: Bolton Primary project completed and Cedarock Primary sidewalk survey and design underway.

GUIDING PRINCIPLE #3: SUSTAINABILITY

Fiscal Sustainability		January 2020 Update	April 2020 Update	July 2020 Update	October 2020 Update
11)	Establish and implement acceptable levels of service and/or additional revenues sources to create a balanced budget for Biennium 2020/21.	On January 13, our auditors, Merina and Company presented the CAFR for the 2019 FY and reported a clean audit opinion. The City also received the Certificate of Achievement for Excellence in Financial Reporting for our FY2018 CAFR. We expect to receive this award for our FY2019 CAFR. Staff is pursuing possible improvements to right-of-way management and tax increment financing for the Waterfront area to help control costs and generate revenue. Updates to Planning fees are scheduled to come to Council in March. Finance planning to bring a mid-biennium forecast to Council in Q1.	Finance is working with department directors to finalize budget forecast documents, with plans to discuss with Council.	Budget forecasts revised, staff meeting to discuss budget trends and options. Council discussion tentatively set for September.	Five year financial forecast and summary of current financial status was provided to Council on September 21 in preparation for budget season.
12)	Expand the role of the citizen members of the Budget Committee to assist with oversight and reporting on 2018 General Obligation Bond project status and funding expenditures.	City Council has provided thorough GO Bond project spending oversight, in addition to daily project and financial dashboard updates provided on the City's bond website. The City's financial audit was completed with a clean audit opinion presented to Council in January 2020.	City Council continues to provide thorough GO Bond project spending review and oversight, with regular budgetary check-ins and funding allocation decisions. The GO Bond project website is updated daily with financial information.	City Council continues to provide thorough GO Bond project spending review and oversight, with regular budgetary check-ins and funding allocation decisions. The GO Bond project website is updated daily with financial information and regularly with project updates.	City Council continues to provide thorough GO Bond project spending review and oversight, with regular budgetary check-ins and funding allocation decisions. The GO Bond project website is updated daily with financial information and regularly with project updates.
13)	Define the City's legal services structure with the goal of optimizing quality and costs.	Jordan Ramis works in close coordination with Council and staff and continues to oversee a busy docket of all legal services. Measure 3-552 was not passed in November 2019.	Jordan Ramis continues to oversee legal services. Council receives all billing information and legal tracking information from the legal firm.	Jordan Ramis continues to oversee legal services. Council receives all billing information and legal tracking information from the legal firm.	Jordan Ramis continues to oversee legal services. Council receives all billing information and legal tracking information from the legal firm.

Environmental Sustainability					
14)	Incorporate environmentally sustainable practices in City activities and decision making, including reducing waste generation and energy consumption.	2019 brought numerous environmentally sustainable improvements to the City, including 546 low-energy LED streetlights, online application processes in Human Resources, increased electronic transactions by library patrons, reduction of paper use across the City through increased electronic processes, and successful participation in PGE's Green Futures Program. The Sustainability Advisory Board held community sustainability events, started research on a Climate Action Plan, and held electric bike demos at the Old Time Fair. The single-use checkout bag ban has gone into effect. Environmental sustainability considerations remain a part of daily business at the City.	Though the City was already largely paperless, the current pandemic has brought this to new levels. New online City services, eLibrary cards, electronic human resource processes, virtual meetings, and other virtual forms and services are leading to even more sustainable operations. West Linn, as a partner in PGE's Green Future's program, is helping to build Oregon largest solar facility. The new 162 megawatt facility, announced in February 2020, will bring clean energy to West Linn and create approximately 300 jobs during construction.	Clackamas County is developing a climate action plan that is expected to become available for cities to sign onto or adopt, SAB to participate in process, Council to discuss County climate action survey at July 13 meeting. County conducted a greenhouse gas survey with report issued in May. New online City services, eLibrary cards, electronic human resource processes, virtual meetings, remote work, and other virtual forms and services are leading to even more sustainable operations during the pandemic. West Linn is a participant in PGE's Green Future Impact, which is moving forward a 162 megawatt solar facility (480,000 solar panels) in Gilliam County, Oregon.	New online City services, eLibrary cards, electronic human resource processes, virtual meetings, remote work, and other virtual forms and services are leading to significant reductions in carbon emissions and even more sustainable operations during the pandemic. Clackamas County is finalizing a contract to develop a climate action plan with the Sustainability Solutions Group (SSG). City provided initial input to County on climate action plan process. West Linn is a partner in PGE Green Futures Project which is moving forward in Gilliam County with Oregon's largest 163 megawatt solar facility; a naming process is currently underway - our survey is out to the public and we will provide West Linn's selection to PGE.

Utilities					
15)	Continue to engage Clackamas County Water & Environmental Services (WES), and partner cities to address governance framework and to protect West Linn ratepayer interests for wastewater services.	Oregon Solutions continues to facilitate governance discussions with WES and our partner cities in our new regional wastewater treatment partnership. A draft intergovernmental agreement that improves the partner cities' interests in future wastewater operations is currently under review, but expected to be approved in the first quarter of 2020.	The Regional Wastewater System Cooperative Intergovernmental Agreement negotiated with WES and other local jurisdictions is going before Council on April 13.	Regional Wastewater System Cooperative Intergovernmental Agreement with WES and other local jurisdictions was approved unanimously by Council on April 13.	Regional Wastewater System Cooperative Intergovernmental Agreement with WES and other local jurisdictions was approved unanimously by Council on April 13.

GUIDING PRINCIPLE #4: COMMUNITY

Community Institutions		January 2020 Update	April 2020 Update	July 2020 Update	October 2020 Update
16)	Strengthen and support relationships with local community groups and regional, state, national, and global groups and organizations and include this valuable input in Council decision making.	The City enjoyed another great year of partnerships, both regionally and locally. West Linn participates in multiple committees at the County, Metro, and League of Oregon Cities, in addition to lobbying at the State legislature to ensure West Linn's interests are heard. We work positively with the WLWV School district daily through Library partnership programs, police school resource officers, project coordination, emergency planning, and special events. Council has had a great year by meeting jointly with nearly every citizen advisory group, the WLWV School District, numerous neighborhood associations, countless citizens, and various community organizations. Police, Library, and Parks hold regular community engagement events and fundraisers (e.g. Back to School Supply Drive, Dolly Parton Imagination Library, Women's Services Drive, etc.) that are well-loved by the public. The Multi-City Equity Summit was a highlight of the year and follow up meetings with the School District and partners ensure diversity and equity issues continue to be addressed constructively into 2020.	Partnerships between regional and local organizations continue to flourish and grow. Staff remain engaged in numerous committees throughout the County and State and are lobbying for West Linn's interests constantly. During the COVID-19 pandemic, many local partnerships such as the WLWV School District, TVFR, and Clackamas County have deepened significantly as multiple daily communications and virtual meetings are occurring. Council held a cooperative joint meeting with the WLWV School District Board on February 24. Working to track regional progress on HB2001/2003 implementation, including West Linn staff participation in work groups.	Council and staff remain engaged in numerous committees throughout the County and State and are lobbying for West Linn's interests constantly. Partnerships with WLWV School District, TVFR, ODOT, Metro and Clackamas County continue to deepen due to regular interaction on pandemic and other important topics (e.g. wildfires, transit, school bond projects, Highway 43, etc.). DLCD awarded West Linn planning funds to both our applications related to HB2001 and HB2003 to implement these new state requirements in coordination with Council, Planning Commission, and the community.	Wildfire and Covid emergencies have continued to solidify our agency relationships, as have numerous topics of regional importance such as ODOT Tolling, I-205 and Hwy 43 Improvements, HB2001/2003, climate action, and transit planning. Coordination with youth sporting organizations ongoing by Parks Dept, especially in relation to new Covid policies. Staff is working to keep citizen advisory groups and neighborhood associations more informed with better direct communication on topics of interest (e.g. communications tower, Sustainable Housing Committee). Council had an update on HB2001/2003 at September 8 meeting, staff are working on HB2001/2003 projects and an advisory committee proposal for CCI recommendation and Council appointments.

GUIDING PRINCIPLE #5: CULTURAL

Cultural Diversity, Education, and the Arts					
17)	Facilitate startup of new Arts and Culture Commission and explore ways to engage with citizens in developing an aesthetic identity, sense of culture, and artistic place for West Linn.	The Arts & Culture Commission had a productive first year. Council approved their mission statement and they continue to work hard on policies, projects, bylaws, and an ordinance to change the percentage for the arts policy in the Municipal Code (scheduled for Council in February 2020).	The Art & Culture Commission recommended Percent for the Arts Policy is scheduled to go before Council on April 20.	Council approved the new Percent for the Arts Policy changes to the Municipal Code on May 18.	Arts and Culture Commission fully underway and working on bylaws. Provided recommendations to Council regarding Percent for Art Policy that were adopted by Council.
18)	Promote Equity and Inclusion in City policies and procedures.	Participated in the inaugural regional Multi-City Equity Summit event that supported diversity, equity and inclusion in our surrounding communities. WLWV School District and City of West Linn representatives continue to meet to extend the message and lessons learned. Staff completed management training on diversity, equity, and inclusion, including implicit bias awareness. The West Linn Public Library was pleased to host Pride Northwest's Youth Holiday Celebration in partnership with The Living Room for LGBTQ Youth in Clackamas County. The West Linn Alliance for Inclusive Community (WLAIC) collaborated with with West Linn Library to raise awareness of the wonderful collection of books available to children with diversity and inclusion themes. The Library also held and promoted WLAIC events such as the "Conversation Project: Power, Privilege, and Racial Diversity in Oregon" and "White Allyship in Close-knit Communities."	West Linn Council and WLWV School District discussed equity initiatives at their joint February 2020 meeting. The City Council has also placed a diversity, equity, and inclusion item on all Council meeting agendas moving forward for discussion and progress checks on DEI initiatives. An RFQ for a Diversity, Equity and Inclusion audit has been prepared, a City-wide Diversity, Equity and Inclusion Plan will be developed, and Council has been discussing creation of a Task Force to advise the City Council and staff on DEI issues.	Diversity, equity, and inclusion is included as an agenda topic on all Council meeting agendas for discussion and progress checks. Submissions on the RFQ for a DEI audit and program have been received and are under review by staff, Council and the public with an expected decision on July 6. Numerous applications have been received for the Police Oversight and Accountability Task Force that are under Council review. Council sent a letter expressing support of police accountability legislation called for by the People of Color Caucus; much of this new legislation was passed and will be incorporated into WLPD policy along with other possible local amendments. Working on adding gender pronouns to email template policy.	DEI audit/program scope of work and consultant negotiations in progress. Police Oversight and Accountability Meetings occurring biweekly with a highly engaged group. WLPD working with the NOBLE group to address racial inequities in training and policies. Council approved shift to gender neutral pronouns and references throughout Municipal Code and Community Development Code on October 12. The City provided staff new gender pronoun policy expectations and formatting of preferred pronouns in City communications.