

# Strategic Welcoming Plan



*Final Report – May 21, 2018*



# Agenda

- Background
- Process
- Focus Areas
- Recommendations

# Background



# Process

1. **Fall 2017:** Gateways for Growth Grant
2. **November 2017:** Create Taskforce
3. **November – March 2018:** Working sessions

## 4. **April 2018:** Community Conversation

Janet Anderson – City of Austin, Mt. Largo  
Craig Clark – City of Austin

**Dr. Adenuga Atewolgun** – Riverland

**Sandy Forstner** – Austin Area Chamber of Commerce

**Dan Mueller** – AAJA & Human Rights Commission

**Dani Heiney** – Riverland

**Oballa Oballa** – Human Rights Commission

**Andre Goodlet** – Hormel Foods & HRC

**Sara Krum** – Immigrant Law Center of Minnesota & HRC

**Santino Deng** – Austin Public Schools

**Kristi Beckman** – Austin Public Schools

**Lisa Koser** – Mower County Health & Human Services

**Jessica Swanson** – Hormel Institute & HRC

**Lia Culbert** – Mission 21 & HRC

**Miguel Garate** – Riverland & HRC

**Herve Idijidina** – Welcome Center

**George Bass** – Riverland Community College

**Rain Suereh** – Welcome Center

**Tori Miller** – Crime Victims Resource Center

**Raquel Imbert** – HRC (emeritus)

**Richard Lemons** – HRC (emeritus)

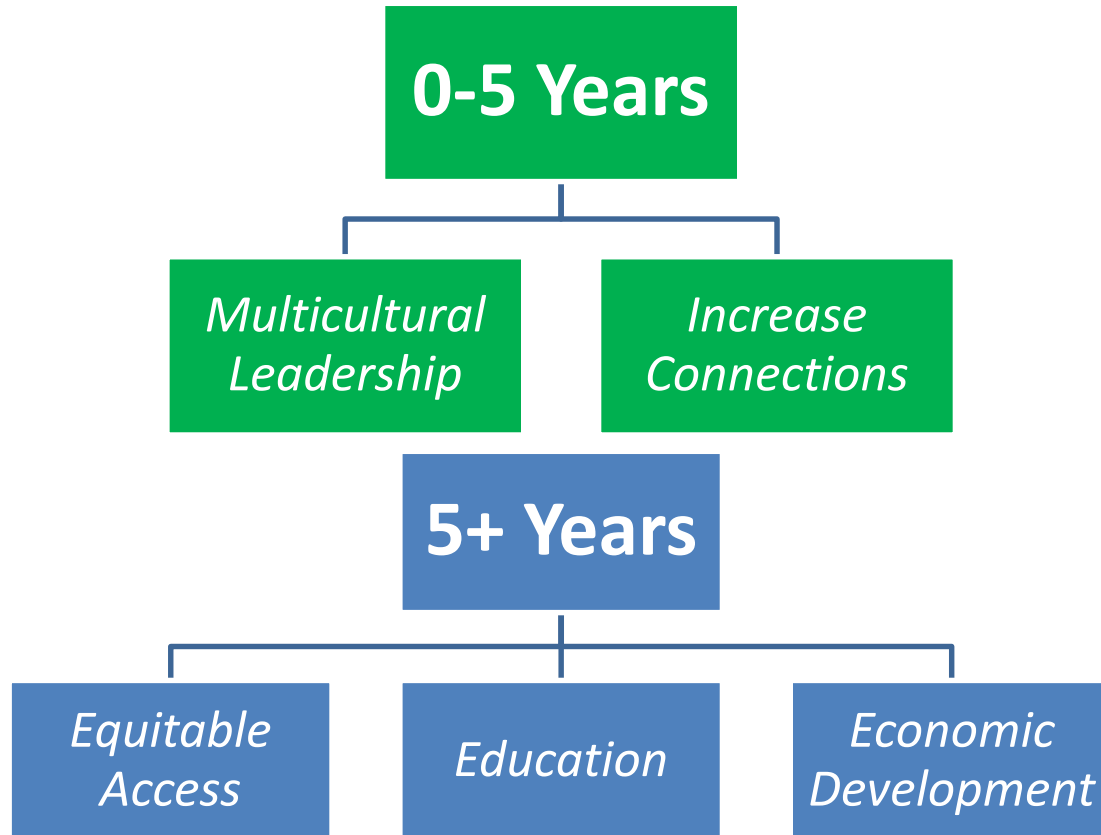
**Adam Pulchinski** – HRC (emeritus)

**Shawn Martin** – HRC (emeritus)

**Many others....**

## 5. **Tonight:** Final Report

# Future Strategic Planning



# Empowering Multicultural Leadership

*Focus Area #1*

Few People

Relied on for Nearly

**Everything**

Don't See

People Who Look Like Me

**Confusing**

Rules & Processes



# Definition of Success

*Leadership & Workforce of city government,  
community organizations, & businesses reflects  
the population they serve*

# Increase Connections Between Communities

*Focus Area #2*



Common Interests

Knowledge

**GAP**

Language

Barrier



# Definition of Success

*The majority of residents feel like they are a meaningful part of the larger Austin community*

# Recommendations

- **Next 12 Months**
  - Create Honorary Council member program (Mayor)
  - Explore Your Community event (HRC with Chamber)
  - Proactively recruit for local boards & commissions (HRC)
- **Next 1-5 Years**
  - Create Multicultural Liaison position
  - MC Liaison position will lead:
    - My City Academy
    - Multicultural Mentorship program
    - Grow Your Own program for key hard to fill positions

