



REQUEST FOR ACTION

**Diversity, Equity, Inclusion and Accessibility 5-Year
Update (4:00 - 4:45 p.m.)**

MEETING DATE:

August 10, 2026

ORIGINATING DEPT:

City Administration

AGENDA SECTION:

Presentation Items

PRESENTER:

Chao Mwatela

Report Narrative:

In 2021, the City of Rochester committed to advancing Diversity, Equity, Inclusion, and Accessibility (DEIA) as a fundamental part of our mission of public service: ensuring that all residents can access, experience, and benefit from the services we provide. Equity is central to this work because delivering effective public service requires understanding community needs, recognizing barriers, and continually improving how we serve.

This DEIA update provides an opportunity to reflect on progress made to date, share examples of work underway across the organization, and highlight the continued efforts to strengthen access, belonging, and trust in City services. The accompanying reports and presentation demonstrate how departments are integrating equity into their everyday work and advancing the City's commitment to delivering services that are more accessible, responsive, and inclusive for all residents.

This work has been an ongoing journey of examining systems, learning from experiences, listening to community, and making changes that lead to more equitable outcomes. It has not always been linear, and meaningful organizational change rarely is, but it has strengthened how departments think about policies, programs, and services.

Priorities & Foundational Principles:

Social Equity

Prepared By:

Chao Mwatela

Attachments:

[Presentation - 2026 DEIA 5-Year Update Study Session](#)

[Exhibit - 2026 Building Community Grant Report](#)

[Exhibit - 2026 Department Service Impact Report](#)