The purpose of creating a diversity action plan is to ensure that the City of Clarksville is proactive & effective in fostering inclusion, respect, equality and well-defined opportunities for a culturally diverse community. Areas of focus for the study and recommendations will be as follows:

- **City Employment**
  - Hiring Practices
  - Data Collection & Monitoring
  - Program Effectiveness
  - AA/EEO Plan (Inclusion and Diversity Training Model)

- **Cultural Awareness**
  - Culturally rich Organization Relationships
  - Acceptance/Celebration
  - Opportunities
  - Complaints

- **Procurement & Training**
  - Bid Process
  - Compliance Reports/Tracking
  - Minority Business Engagement & Training

- **Partnerships & Visibility**
  - Government Involvement
  - Development Grants
  - Utilization of State & Federal Resources
  - Centralized Efforts & Communication

City of Clarksville 5-Year Diversity Action Plan Areas of Focus Recommendation