



COMMUNITY ENGAGEMENT

Strategic planning, coordination, and dissemination of Citywide communications and community engagement.



CONTINUOUS LEARNING

Design and promote learning opportunities around innovation and technology.



DATA & ANALYTICS

Build a culture of data and solve problems with data.



DEVELOPMENT COORDINATING COMMITTEE

Ensure cross-departmental input is gathered and discussed for new development projects.



EMPLOYEE EVALUATIONS

Redesign the performance evaluation process to focus on TSR Guiding Principles and leadership development.



EMPLOYEE EVENTS

Plan and coordinate agency-wide employee events.



EMPLOYEE ONBOARDING

Create a coordinated onboarding process from the employee's acceptance through their first year of work.



EMPLOYEE WEBSITE

Make the employee website a helpful resource.



EQUITY AND INCLUSION

Ensure our workplace is equitable to all regardless of their gender, race, ethnicity, sexual orientation, age, or background.



HEALTH & SAFETY

Address health and safety concerns in the community.



HOUSING WORKING GROUP

Develop a housing development strategy that leverages State funding opportunities to address the regional housing crisis.



MANAGEMENT TEAM

Provide additional guidance and support for TSR initiatives.



MINISTRY OF ALTERNATIVE COMMUTES/ GREEN TEAM

Promote green initiatives, including the City's employee commute program.



PERMITTING & PROCESS IMPROVEMENT

Make the permit process easy to understand and navigate.



RECOGNITION

Spearhead employee recognition initiatives / "recognize more people more often."



STORYTELLING & COMMUNICATION

Communicate efforts related to Together San Rafael and the guiding principles to the organization.



TOGETHER SAN RAFAEL ADVISORY COMMITTEE

Advise and provide staff perspective on Together San Rafael initiatives.



TOGETHER WE IMPROVE SERVICES TEAM (TWIST)

Tackle projects and processes that improve citywide operational effectiveness.



LEGEND

 STANDING	 MEETS MONTHLY
 AD HOC	 MEETS QUARTERLY
 OPEN TO EVERYONE	 MEETS AS NEEDED