



# Diversity and Inclusion Commission

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September 21, 2020

# Summary and Background

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- Due to recent events across the nation, conversations surrounding race, social justice, and equity, have been at the forefront of the American public.
- Council identified a desire to take an action that acknowledges these topics and initiate meaningful dialog about diversity, equity, and inclusion, through the creation of City Council appointed commission.
- Staff has drafted a resolution authorizing the creation of the Diversity and Inclusion Commission.
- In light of recent challenges experienced in filling City Council Board and Commission seats, staff also conducted research into some alternative approaches to improving diversity, equity and inclusion, for the City Council's consideration

# Functional Definitions

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- The City of Commerce City defines *diversity* as (the range of human differences) and *inclusion* as (putting diversity into action) in city operations and programming and desires to enhance in the city an environment of involvement, acceptance, respect, appreciation, and connection of all persons; recognizing that there are more opportunities to improve on the City's approach to diversity and inclusion and wishes to more formally engage the community in an advisory capacity on such matters.

# City Council Alternatives

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- Approve the resolution authorizing the creation of the Commerce City Diversity and Inclusion Commission
- Incorporate diversity, equity, and inclusion tenants, as defined in the existing resolution, within the Cultural Council's bylaws and mission to further integrate diversity and inclusion considerations and recommendations. (This would require a slight modification to the resolution in the City Council packet)
- Require all City Council authorized board and commission's to incorporate a focus on diversity, equity, and inclusion into the specific work of each respective board and commission. Define standardized outcomes and actions that each board would undertake to achieve council's desired goal.



# Staff Recommendations

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- Staff recommends council consider integrating the tenants of diversity, equity and inclusion into all of the Council's authorized boards and commissions.



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# Questions & Discussion

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