



Legislation Details (With Text)

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Title: RESOLUTION ESTABLISHING THE COMMERCE CITY DIVERSITY AND INCLUSION COMMISSION

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9/21/2020	1	City Council	adopted	Pass

RESOLUTION ESTABLISHING THE COMMERCE CITY DIVERSITY AND INCLUSION COMMISSION

Summary and Background Information:

Due to recent events across the nation, conversations surrounding race, social justice, inclusion and equity have been at the forefront of the American public. City Council directed staff to create a Diversity and Inclusion Commission for the purposes of initiating a productive dialog and generating recommendations for improved communications, engagement and inclusivity. Staff has created a resolution authorizing the creation of the commission. Staff also conducted research and identified alternative actions for council's consideration that align with this charge. These alternatives were developed as a result of recent experiences in recruiting board and commission vacancies and positions on new boards created by the City Council, which have not generated sufficient community member participation.

Alternatives for Council's consideration:

1. Pass the Resolution Establishing the Commerce City Diversity and Inclusion Commission (the resolution is included in the City Council packet).
2. Incorporate the diversity and inclusion efforts, as defined in the existing resolution, within the Cultural Council's bylaws and mission to further integrate diversity and inclusion efforts across the city. (This would require a slight modification to the resolution in the City Council packet).
3. Adopt a resolution directing all existing and future boards and commissions to incorporate diversity, equity, and inclusion considerations, growth, and integration into their bi-laws. This alternative would seek to imbed diversity and inclusion as an important responsibility of all of the City Council's appointed boards and commissions, thereby creating a broad and diverse focus on these important tenants. (This action would require staff to prepare an alternative resolution, see possible outcomes defined below*).
4. Schedule a facilitated meeting with all board and commission members to discuss systemic inequities, how they impact the work of various boards and commissions and outcomes for all

Commerce City residents, and actively facilitate change to create a culture of anti-discriminatory behaviors through engagement of board and commission leadership.

5. Variation or combination of action items 1-4.

*Ideas for an alternative resolution include, but are not limited to: whereas each board or commission shall:

- Adopt bi-laws that address diversity and inclusion as important considerations, striving to create an environment that values diversity, recognizes underrepresented populations within our community, and strives to ensure equal access and information to all residents.
- Annually, conduct a review of decisions, actions and recommendations undertaken by the board/ commission related to diversity and inclusion and provide recommendations for improvement to the City Council for consideration.
- Provide training at least on an annual basis for all board or commission members on a topic related to diversity, inclusion, and/or equity.
- Collect data where appropriate about events, services, or public offerings to obtain information about the diversity of participants and efforts to include underrepresented populations.

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.

Staff Responsible (Department Head): Deputy City Manager Troy Smith

Staff Member Presenting: Interim City Manager Roger Tinklenberg

Financial Impact: Depends on Council direction; the formulation of an additional board or commission will be the largest impact of the proposed alternatives.

Funding Source: No funds have been appropriated.

Staff Recommendation: Staff is concerned about the ability to recruit and fill vacancies for a new board or commission based upon recent experiences. Staff also believes that a broader focus on issues related to equity and inclusion, through the integration of these important considerations in each of Council's boards and commissions, could result in a meaningful and diverse outcome. Staff recommends council adopt alternative number three as listed above.

Suggested Motion: Move to adopt resolution (or direct staff to prepare an alternative resolution).