

RESOLUTION NO. 20-19

A RESOLUTION CREATING THE CITY OF LEE'S SUMMIT COMMISSION FOR DIVERSITY AND INCLUSION, ESTABLISHING THE SCOPE OF DUTIES, TERM OF SERVICE AND THE MEMBERSHIP THEREOF.

WHEREAS, a diverse and inclusive community where all individuals are welcome and valued, regardless of race, sex, sexual identification or lack thereof, preference or orientation, familial status, disability, religion, age, color, national origin or ancestry; and,

WHEREAS, the understanding brought by different perspectives and diversity of thought is critical to the future success of the City of Lee's Summit **and the community**; and,

WHEREAS, in order to fully benefit from our differences, we must strive to create a culture of inclusion and openness throughout the City of Lee's Summit so that all participants who have a desire may contribute their energy and ideas to our community; and,

WHEREAS, assessing the current state of diversity and inclusion, both actual and perceptions thereof, throughout the City **and the community** will assist in creating such a culture; and,

WHEREAS, to improve upon that the state of diversity and inclusion in the City, a planning framework should be developed that encourages achievable, measurable actions that are within the scope of the City's powers and authority; and,

WHEREAS, it is the desire of the Mayor and City Council of the City of Lee's Summit to better understand the state of diversity and inclusion within the city government organization and within the community and the Mayor and City Council are willing to take such steps as are reasonably necessary to create an atmosphere that is welcoming to the diversity that makes us stronger.

NOW THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF LEE'S SUMMIT AS FOLLOWS:

SECTION 1. That there is hereby created the Lee's Summit Commission for Diversity and Inclusion, hereinafter the "Commission".

SECTION 2. That the purpose of the Commission shall be to assess the current state of diversity and inclusion **of minorities, including but not limited to any minority protected by law**, within the community and to provide a Values Statement to allow the City of Lee's Summit and the Community to fully realize the promise of equality provided by the principles espoused in our nation's founding documents. Members should bring their individual perspectives and life experiences and should be interested in listening and learning about differing viewpoints regarding life **in the community** (OR) **Lee's Summit and in our**, state and country. Members of the Commission should desire to improve the quality of life for the diverse citizenry that make us a stronger municipality.

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SECTION 3. That the Commission shall continue to and until a date eighteen (18) months after (Date: 18 months after adoption) and shall consist of 12 members. The initial membership shall be:

TO BE DETERMINED

In the event that a member resigns or is otherwise unable to serve, the Mayor, with the advice and consent of the Council shall appoint a new member to serve for the remainder of the term of the Commission.

SECTION 4. That the Commission's scope of duties and mission shall include (1) carrying out a needs assessment of the community that shall address the availability of employment and volunteer opportunities, any implicit biases within the community (or) City, and treatment of citizens based on any minority status, (2) drafting a report identifying issues the Commission believes to exist in the community (or) City of Lee's Summit with respect to the findings of the assessment, and (3) the drafting of a Values Mandate (OR) Statement to assist the City in establishing community values that will improve the state of diversity and inclusion within the City and the community.

SECTION 5. That the Commission shall first conduct a needs assessment for the community and determine the state of minority diversity and inclusion within the community and the community's willingness to change. The Commission shall engage community stakeholders including citizens, businesses, representatives of the education community, City Administration, and other entities working to improve diversity and inclusion in the community.

SECTION 6. Not more than six (6) months after the first meeting of the Commission, it shall prepare and present an Issue Identification Report to the City Council identifying the key issues found within the Community and shall provide an outline for the process for creating a Values Statement, that may include an educational component for citizens, city staff, and elected officials.

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SECTION 7. That following the presentation of the Issue Identification Report, the Commission, through engagement with stakeholders, shall draft a Values Statement **for the City and the community** for Council consideration and adoption. This Values Statement shall include, at a minimum, the issues identified in the Issue Identification report along with concrete steps that the City **and the Community** generally may take to improve diversity and inclusion in all facets of the City organization and the community generally. The Values Statement shall include:

1. A guiding statement that reflects the values the City of Lee's Summit will seek to uphold and promote.
2. Goals and objectives that reflect the values of diversity and inclusion to be achieved within five (5) years.
3. Specific actions that may be taken to implement the Values Statement.
4. Annual performance measures for actions including the mechanisms for measurement and tracking success.
5. Recommendations as to the necessary resources that may be committed by the City for the success of the Values Statement.

The Values Statement shall be presented to the City Council not later than sixty days prior to the end of the Commission.

SECTION 8. That within sixty (60) days after the presentation of the Values Statement to the City Council, the City Manager shall provide a report to the Council outlining the staff and resources that are reasonably necessary to fulfil the requirements of the Values Statement so that the Council may consider the goals, steps and resources recommended to be committed by the City to the Values Statement.

PASSED and ADOPTED by the City Council for the City of Lee's Summit, Missouri, this _____ day of _____, 2020.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED AS TO FORM:

City Attorney *Brian W. Head*