

## **RESOLUTION NO. 21-01**

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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 (including, but not limited to) 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 as described above, within the community and to provide a Vision 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 and interactions in the community and in the City of Lee's Summit, 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 fifteen (15) members. The initial membership shall be:

1. Dale Beasley
2. Rachel Courtney
3. Allan Gray
4. Fred Grogan
5. Melanie Harding
6. Lorenzo Harrison
7. Barb Henson
8. Levi Holland
9. Sharon Ivy
10. Saadia Mahmood
11. Ben Martin
12. Claudia Meyer
13. Bryce Presley
14. Karen Schuler
15. Susan Wilson

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 and City that shall address any biases or barriers to success within the community and City, (2) drafting a statement of findings based upon their assessment that the Commission believes to exist in the community and City of Lee's Summit, and (3) the drafting of a vision statement including best practices and with a proposed action plan for encouraging Diversity and Inclusion within the City and the community

SECTION 5. 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 report a summary of activities to date. Within twelve (12) months after the first meeting of the Commission, it shall prepare and present a needs assessment to the City Council identifying the key issues found within the Community and shall provide an outline for the process for creating a vision statement and action plan as described above, 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 vision statement and action plan for the City and the community for Council consideration. This vision statement shall include, at a minimum, the issues identified in the Issue Identification Report along with a proposed action plan including best practices for encouraging diversity and inclusion within the City and the community. The vision statement and action plan shall include:

1. A guiding statement that reflects the vision of diversity and inclusion the City of Lee's Summit will seek to uphold and promote.
2. Goals and objectives consistent with the vision statement and action plan that may be achieved within five (5) years.
3. Specific actions that may be taken to implement the vision statement.
4. Where appropriate, 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 vision statement and action plan.

The vision statement and action plan shall be presented to the City Council not later than sixty days prior to the end of the Commission.

SECTION 8. Prior to the adoption of the proposed vision statement and action plan by the City Council, the City Manager shall provide a report to the Council outlining the staff and resources that are reasonably necessary to support the recommendations of the vision statement and action plan. The City Manager shall provide a fiscal impact statement so that the Council may consider the goals, steps and resources recommended to be committed by the City to the success of the vision statement and action plan.

PASSED and ADOPTED by the City Council for the City of Lee's Summit, Missouri, this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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Mayor *William A. Baird*

ATTEST:

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City Clerk *Trisha Fowler Arcuri*

APPROVED AS TO FORM:

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City Attorney *Brian W. Head*