RESOLUTION 2021-014

A RESOLUTION creating the city of Joplin commission for equity, 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, veteran 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 Joplin 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 Joplin so that all participants who have a desire may contribute their energy and ideas to our community; and,

Whereas, assessing the current state of equity, 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 equity, 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 Joplin to better understand the state of equity, 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.

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF JOPLIN AS FOLLOWS:

Section 1. That there is hereby created the City of Joplin Commission for equity, diversity and inclusion, hereinafter the "Commission".

Section 2. The purpose of the Commission shall be to lead a strategic planning process aimed at identifying plans to enhance equity, diversity, and inclusivity within the community. The Commission may use a selection process to hire a consultant to lead or assist in the strategic planning process to ensure that the process provides a robust opportunity for participation from everyone in the community.

Section 3. That the Commission shall continue to and until a date twenty-four (24) months after adoption of this Resolution and shall consist of fifteen (15) members to be appointed on a future date. A total of nine (9) of the fifteen members of the board shall be appointed by a nomination from each council member and with the consent of the mayor, and the remaining 6 (six) members shall be appointed by majority vote of the Council. Members must be residents of the City of Joplin. 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. The Commission shall engage community stakeholders including citizens, businesses, representatives of the education community, City Administration, and other entities working to improve equity, diversity and inclusion in the community.

Section 5. Not more than twelve (12) months after the first meeting of the Commission, it shall report a summary of activities to date. Within twenty-four (24) months after the first meeting of the Commission, it shall prepare and present the completed strategic plan to the City Council identifying the key issues found within the Community and shall provide a recommendation for a process to begin

implementing the strategic plan and action plan as described above, that may include an educational component for citizens, city staff, and elected officials.

Section 6. That following the presentation of the strategic plan, 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 strategic plan along with a proposed action plan including best practices for encouraging equity, 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 equity, diversity and inclusion the City of Joplin 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 7. 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.

Section 8. The Commission will follow public meeting rules set forth in the State of Missouri's Sunshine Laws. Commission meetings will be open to the public and shall receive public comment. A quorum of Commissioners shall be present at Commission meetings for any meeting to occur.

APPROVED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, this ____ day of _____by a vote of_____.

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Ryan D. Stanley, Mayor

ATTEST:

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Barbara J. Gollhofer, City Clerk