

HUMAN RESOURCES MEMORANDUM
#12-2022

DATE: Dec. 12, 2022

TO: Honorable Mayor Meredith Leighty and City Council Members

THROUGH: Heather Geyer, City Manager *hmg*

FROM: Tamara Dixon, Human Resources Director and Chief Diversity Officer *TD*

SUBJECT: CR-171 – Diversity, Inclusivity, and Social Equity Board Anti-Hate Resolution

PURPOSE

To consider CR-171, a resolution supporting the Diversity, Inclusivity, and Social Equity (DISE) Board's anti-hate resolution and reaffirming the importance of religious diversity in the City of Northglenn, along with all other forms of diversity.

BACKGROUND

In June 2022, the DISE Board expressed concerns about baggies thrown into Northglenn residents' yards that contained rocks with anti-Semitic messages. These baggies were not targeted; rather, they were randomly distributed. In a subsequent DISE Board meeting, invited guest Hilary Graham, an attorney from City Attorney Corey Hoffmann's office, spoke about what constituted hate speech, versus freedom of speech. She then offered to assist the DISE Board in drafting an anti-hate resolution to denounce the anti-Semitic messages. The DISE Board Resolution No. 22-01 on Oct. 25, 2022. The DISE Board is requesting City Council approve a resolution with similar language.

This is a first step to the work the DISE Board would like to do as a result of these messages being distributed. The board will have a conversation in early 2023 to discuss additional steps.

BUDGET/TIME IMPLICATIONS

There are no financial or time impacts to the City.

STAFF RECOMMENDATION

Staff recommends approval of CR-171.

STAFF REFERENCE

If Council members have any questions, please contact Tamara Dixon, Human Resources Director and Chief Diversity Officer, at tdixon@northglenn.org or 303.450.8877.

CR-171 – Diversity, Inclusivity, and Social Equity Board Anti-Hate Resolution

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-171
Series of 2022

Series of 2022

A RESOLUTION SUPPORTING THE DIVERSITY, INCLUSIVITY, AND SOCIAL EQUITY BOARD'S RESOLUTION AFFIRMING THE IMPORTANCE OF RELIGIOUS DIVERSITY IN THE CITY ALONG WITH ALL OTHER FORMS OF DIVERSITY

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City Council of the City of Northglenn, Colorado hereby supports Resolution No. 22-01 approved by the Diversity, Inclusivity, and Social Equity Board, attached hereto as **Exhibit 1**, affirming the importance of religious diversity in the City.

Section 2. The City Council stands against hate speech and affirms its commitment to supporting the City as a place where all individuals feel safe to live, work, learn, play and worship, and where all individuals are treated equitably regardless of characteristics including, without limitation, religion, race, ethnicity, gender, sexual orientation, income, political persuasion, or cultural practices.

DATED, at Northglenn, Colorado, this _____ day of _____, 2022.

MEREDITH LEIGHTY
Mayor

ATTEST:

JOHANNA SMALL, CMC
City Clerk

APPROVED AS TO FORM:

COREY Y. HOFFMANN
City Attorney

DIVERSITY, INCLUSIVITY, AND SOCIAL EQUITY BOARD

RESOLUTION NO.

22-01

Series of 2022

A RESOLUTION AFFIRMING THE IMPORTANCE OF RELIGIOUS DIVERSITY IN THE CITY ALONG WITH ALL OTHER FORMS OF DIVERSITY

WHEREAS, the City Council created the Diversity, Inclusivity, and Social Equity Board by the passage of Ordinance No. 1796, Series of 2020, on August 24, 2020 (the “Board”);

WHEREAS, as stated in Section 2-13-6 of the Municipal Code of the City of Northglenn (the “Code”), the Board was created to, among other things, celebrate and encourage understanding of the diversity of the City's population and to encourage education programs with the potential to change ideas and attitudes;

WHEREAS, it has come to the Board’s attention that certain members of the City’s population have been targets of intolerant messages and unwelcoming behavior related to religious beliefs;

WHEREAS, Northglenn community members have experienced hate speech, hate crimes, discrimination and aggression;

WHEREAS, the Board wishes to take this opportunity to formally counter such behavior with affirmations of acceptance that all persons are entitled to equal protection of the laws, equal opportunity, and equal enjoyment of civil rights;

WHEREAS, the Board values and appreciates religious diversity in the City along with all other forms of diversity; and

WHEREAS, the Board denounces as hurtful and discriminatory any form of expression through which a speaker intends to vilify, humiliate or incite hatred against a group or a class of persons on the basis of race, religion, skin color, sexual identity, gender identity, ethnicity, disability or national origin.

NOW, THEREFORE, BE IT RESOLVED BY THE DIVERSITY, INCLUSIVITY, AND SOCIAL EQUITY BOARD OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The Board stands against hate speech and affirms its commitment to supporting the City as a place where all individuals feel safe to live, work, learn, play and worship, and where all individuals are treated equitably regardless of characteristics including, without limitation religion, race, ethnicity, gender, sexual orientation, income, political persuasion, or cultural practices.

Section 2. In compliance with Section 2-13-8(c) of the Code, which requires all official actions of the Board to be forwarded in writing directly to the City Council, with a copy to the City

Manager, the Board requests the clerk to the Board to deliver this Resolution to the City Council, with a copy to the City Manager.

DATED, at Northglenn, Colorado, this 25th day of October, 2022.

/s/
Everett Renberg, Chair

ATTEST:

/s/
Christina Fischel, Secretary