

CITY MANAGER'S OFFICE MEMORANDUM
#36-2020

DATE: June 22, 2020

TO: Honorable Mayor Meredith Leighty and City Council Members

THROUGH: Heather Geyer, City Manager *hmg*

FROM: Rupa Venkatesh, Assistant to the City Manager

SUBJECT: Diversity, Inclusivity, Social Equity Next Steps

PURPOSE

In the 2019-2023 City Council Strategic Plan, Goal 6 is Diverse Community. The purpose of this goal is to “maintain and celebrate our diverse community” and Objective 6.1 outlines the beginnings of a Race and Equity Initiative. Leading with race, this memo summarizes current actions and plans for future actions.

BACKGROUND

The death of George Floyd by the hands of a Minneapolis police officer sparked a movement across the country and local governments have started responding accordingly. City Council laid the foundation for a Race and Equity Initiative in the 2019-2023 Strategic Plan. However, plans have been put on hold due to the negative economic impacts of COVID-19 and social distancing. As a member of the Government Alliance on Race and Equity (GARE), we have access to experts in the field to help introduce a framework and provide tools and resources to help this initiative move forward, starting with race.

DRAFT FRAMEWORK

This work will require a multi-year, long-term commitment by City Council, staff and the community. The draft framework includes an internal focus (within the organization, the city government) and an external focus (the community). The two are not mutually exclusive and will require an investment of time by staff to build and identify the desired outcomes. Training and education on this topic are key to lay the groundwork for the work that needs to be done.

STAFF RECOMMENDATION

Staff recommends that Council review the draft framework outline in the PowerPoint presentation and provide feedback.

BUDGET/TIME IMPLICATIONS

This is a multi-year, long-term commitment. As steps and activities continue to get flushed out, the City Manager will advise Council on which require budget funds that have either been put on the reduction/savings list or not budgeted.

STAFF REFERENCE

If Council members have questions or comments, they may contact Heather Geyer, City Manager, at hgeyer@northglenn.org or 303.450.8706.

ATTACHMENTS

1. PowerPoint Presentation



DIVERSITY, INCLUSIVITY, SOCIAL EQUITY NEXT STEPS

**City Council
Regular Meeting
June 22, 2020**

STRATEGIC PLAN 2019-2023



VISION

Northglenn is a diverse and welcoming community that celebrates its small-town character, urban energy, and thriving businesses.



OUR COMMITMENT

To provide a high quality of life to our residents and businesses through the provision of excellent municipal services.



VALUES

- Sustainability
- Inclusivity
- Innovation
- Engagement

COUNCIL STRATEGIC GOAL 6



GOAL DEFINITION:

Maintain and celebrate our diverse community.

ACTION PLAN

6.1 Race & Equity Initiative

- Join the Government Alliance on Race & Equity, Q3 2019
- Identify funding for Race & Equity Initiative in 2020 Budget, Q4 2019
- Coordinate development of a Race & Equity Task Force, 2020
- Develop race and equity focus areas and work plan, 2020/2021
- Conduct microaggression training for elected officials, as well as board and commission members, 2020
- Conduct mandatory microaggression training for staff, 2020



GOVERNMENT'S ROLE IN RACIAL EQUITY

**Across the country,
governmental jurisdictions are:**

Making a
commitment
to achieving
racial equity

Focusing on
the power
and influence
of their own
institutions

Working in
partnership
with others

**When this occurs, significant leverage
and expansion opportunities emerge,
setting the stage for the achievement of
racial equity in our communities.**

WHY LEAD WITH RACE?

The Alliance leads with race, with the recognition that the creation and perpetuation of racial inequities has been baked into government, and that racial inequities across all indicators for success are deep and pervasive. We also know that other groups of people are still marginalized, including based on gender, sexual orientation, ability and age, to name but a few. Focusing on racial equity provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization.

WHY LOCAL GOVERNMENT?

- *From the inception of our country, government at the local, regional, state and federal level has played a role in creating and maintaining racial inequity. A wide range of laws and policies were passed, including everything from who could vote, who could be a citizen, who could own property, where one could live and more. With the Civil Rights Movement, laws and policies were passed that helped to create positive changes, including dealing with explicit acts of discrimination.*
- *Many current inequities are sustained by historical legacies and structures and systems that repeat patterns of exclusion. Consider how schools are funded and the relationship of racial and economic segregation in housing. Systems and structures create and perpetuate resource and opportunity gaps that show up as achievement gaps.*
- *Local and regional government has the ability to implement policy change at multiple levels and across multiple sectors to drive larger systemic change.*

DRAFT FRAMEWORK

- Multi-year, long-term commitment
- Intentional and strategic work
- **Internal** and **External**
- 3 Phases
 1. Start the Conversation
 2. Delve Deeper
 3. Implement Change
- * New Action Item not yet discussed with Council



START THE CONVERSATION

- **INTERNAL**

- Joined Government Alliance on Race and Equity (GARE)
- Received NLC 2020 Diversity Award (March 2020)
- Equity Foundations Training through USDN and GARE*
- Hiring Human Resources Director/Chief Diversity Officer
- Coordinating Implicit Bias training for City Council within 90 days
- Create a Diversity, Inclusivity, and Social Equity Committee*
 - Lead with race based on GARE model

- **EXTERNAL**

- Mayor Leighty's Statement
- Council discussion on Black Lives Matter/Stand Against Racism banners
- PD 360 Assessment engagement efforts (working with GARE on next steps)
- My Brother's Keeper Pledge
- Draft Resolution to promote racial equity work by Council (July 6 Study Session)*
- "What Does Your Ideal Community Look Like"*
- Youth Commission Engagement
- City Website landing page
- Identify community leaders, organizations, and faith leaders



MY BROTHER'S KEEPER PLEDGE

1. **REVIEW** your police use of force policies.
 - PD 360 Assessment by BerryDunn

2. **ENGAGE** your communities by including a diverse range of input, experiences, and stories in your review.
 - July 10 - Final Report made available to public to include virtual bulletin board
 - July 22 - Presentation to City Council
 - July 29 - Telephone Town Hall

3. **REPORT** the findings of your review to your community and seek feedback.

4. **REFORM** your community's police use of force policies.

DELVE DEEPER

- INTERNAL
 - Identify PD Assessment priorities moving forward
 - Coordinate microaggression or other training for staff, Council, Boards and Commissions
 - Development of an Equity Toolkit (multi-year plan to be developed)*
 - Program audit of existing programs
 - Any new programs to be assessed using toolkit
- EXTERNAL (these are ideas we have heard from Council/staff)
 - Partner with Anythink Library for educational series, scholarship program, leadership program
 - Identify facilitator to lead Community Listening Tours
 - Creation of a Community Task Force/Board
 - Community Dinner*

IMPLEMENT CHANGE

- Permanent policy changes
- Creation of a Diversity Advisory Board (if necessary)
- Implement other needed changes based on community and internal feedback

NEXT STEPS

- Multi-year, long-term commitment
- City Manager will advise City Council on what steps & activities require budget funds that have either been put on the reduction/savings list or not budgeted
- Need Council consensus on the draft framework