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**TO:** Mayor & City Council  
**FROM:** Mike Bennett, City Manager  
**DATE:** June 25, 2024  
**AGENDA TEXT:** Civility Proclamation Request

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**PURPOSE**

For City Council to review the draft Civility Proclamation and offer any feedback or direction prior to placement on a future City Council meeting.

**BACKGROUND**

As noted on the Colorado Municipal League (CML) website, “Colorado Municipal League (CML) is leading a statewide campaign through the 2024 CML President’s Civility Initiative – *Civility Starts Here*. This initiative aligns with CML’s mission to provide advocacy, information, and training support for exceptional municipal governance, with a specific focus on fostering respect in Colorado local governments, one conversation at a time.

Municipal leaders and employees play a crucial role in fostering respectful dialogue. There are few, if any, issues local leaders face that are currently more important than learning how to combat the damaging effects of incivility, as it can undermine effective decision-making, erode community trust, and hinder one’s ability to serve the public good. Imagine communities transformed by civil discourse - more engaged, more collaborative, more invested in the future of Colorado.”

The CML web page is found at: <https://www.cml.org/home/topics-key-issues/civility-starts-here>

At the June 4, 2024, City Council meeting City Council asked staff to draft a Civility Proclamation that references the City Council Norms of Conduct, CML Civility Campaign, and the statement the Mayor read at the beginning of the same meeting:

*Managing a city involves considerable effort and collaboration, and it's inevitable that disagreements will arise among council members, staff, and the public. While it's natural to feel passionate, and sometimes even frustrated, during these discussions, we must remember that threats, either direct or indirect against anyone—whether a council member, a city employee, or a member of our staff—are absolutely unacceptable and will not be tolerated. Our zero-tolerance policy for such behavior is strict: any incidents will be thoroughly documented and, if warranted, prosecuted.*

*In Fruita, we are committed to upholding our core values: being tough on issues while maintaining kindness toward people. We strive to resolve challenges fairly and effectively, no matter how daunting they may seem. Let's remember that we must work together, respecting each difference of opinion as an opportunity to work together and strengthen our community.*

***Draft Proclamation Language:***

**Fruita Civility Proclamation**

**WHEREAS**, Civility is the steadfast practice of respect, even in disagreement, that fosters constructive dialogue and connection, recognizing the inherent dignity of every person; and

**WHEREAS**, Building a strong and united community with effective governance requires respectful dialogue and collaboration; and

**WHEREAS**, The City of Fruita prioritizes civility in all aspects of municipal work by practicing conduct that aligns with the City of Fruita's City Charter, core values, norms of conduct, code of ethics, annual Inclusivity Proclamation, and the Fruita City Council Handbook; and,

**WHEREAS**, these practices shed light on the importance of respecting Municipal government as nonpartisan, how individuals have different learning styles and backgrounds, and how the City of Fruita prioritizes transparency, respect, inclusivity, and collaboration; and,

**WHEREAS**, the Fruita City Council understands and recognizes the special role they are in and how modeling open, free, and respectful debate is an important part of maintaining public trust and representing the community; and

**WHEREAS**, Fruita City Council pledges to listen actively and openly, promote respectful debate, value collaboration, treat all with respect, model constructive leadership, and hold themselves accountable; and

**WHEREAS**, the Fruita City Council expects residents to participate in local government with these values in mind; and

**WHEREAS**, the Fruita City Council acknowledges managing a city involves considerable effort and collaboration, and it's inevitable that disagreements will arise among council members, staff, and the public. While it's natural to feel passionate, and sometimes even frustrated, during these discussions, we must remember that threats, either direct or indirect against anyone—whether a council member, a city employee, or a member of our staff—are absolutely unacceptable and will not be tolerated. Our zero-tolerance policy for such behavior is strict: any incidents will be thoroughly documented and, if warranted, prosecuted; and

**WHEREAS**, in Fruita, we are committed to upholding our core values: being tough on issues while maintaining kindness toward people. We strive to resolve challenges fairly and effectively, no matter how daunting they may seem. It's important remember that we must work together, respecting each difference of opinion as an opportunity to work together and strengthen our community; and,

**WHEREAS**, in order to publicly declare its commitment to civility, the Fruita City Council has determined to adopt this resolution.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FRUITA, COLORADO, THAT:

**THE FRUITA CITY COUNCIL RECOGNIZES THE IMPORTANCE OF PRACTICING CIVILITY IN ALL AREAS OF LOCAL GOVERNMENT AND STRIVES TO BE ROLE MODELS OF CIVILITY AND EXPECTS, BUT WILL ALSO HELP, COMMUNITY MEMBERS PRACTICE CIVILITY TO ENSURE HEALTHY DISCOURSE TO SUPPORT THE FRUITA COMMUNITY INTO THE FUTURE.**