



MEMORANDUM

DATE: September 15, 2020
FROM: Drew Nelson, City Administrator
TO: Mayor PT Wood & City Council
SUBJECT: Updated Civility Invocation and Equity Proclamation

Background

In light of regional, national and international discussions on policing, as well as concerns of local citizens with regard to recent vandalism events, the City Council directed staff to draft a proclamation as well as update the Civility Invocation to better match current conditions. Staff researched other communities for similar proclamations, and believes the one attached combines many characteristics of what citizens believe best represents their beliefs.

Analysis

It is staff's belief that these two related legislative items best reflect the City Council's desire to lead by example for Salidans of all backgrounds. In addition, staff will be preparing an amendment to the City's Personnel Handbook to affirm the organization's commitment to civility and non-discrimination (which currently exists in the Handbook but could use a slight update). This will ensure that City staff hold themselves to the same high standard as the City Council, reflecting commitments up and down the organization.

Recommendation

Staff requests discussion amongst Councilmembers to changes to either the Civility Invocation or the draft Hate-Free Zone proclamation that can be amended prior to the City Council's regular meeting on September 15, 2020.

CIVILITY INVOCATION

We are here working together to create a thriving community. It is the intention of the Salida City Council to promote civil communication by adopting the following guidelines for speaking to the public in the City Council Chambers. It is our hope that by acting in this manner we can help create a safe space for people to share their perspectives and opinions:

- We honor the opportunity to be engaged in the process of governance for the benefit of our community.
- We acknowledge that each of us brings a unique perspective to this conversation and that our perspectives may differ.
- We challenge ourselves to value varying points of view and hold all contributions as equally important.
- We understand and accept that while we may sometimes disagree, we can always be courteous and kind.
- We commit to respectful language, avoiding rumor, harsh criticism or personal accusation, even when feeling emotionally charged.
- We will, to best of our ability, speak thoughtfully and listen with attention, respect, and curiosity.
- We are confident that there may be even better solutions than any of us have thought of, which may be discovered through civil conversations.
- We commit to the City of Salida being a hate-free zone and declare and affirm a policy of non-discrimination on the basis of a person's race, color, religion, ancestry, national origin, age, gender, gender identity, marital status, military or veteran status, political affiliation, socio-economic class, medical condition, or physical or mental disability.

Proclamation

Celebrating Diversity and Encouraging Tolerance and Respect

Whereas, the Salida City Council has consistently and repeatedly denounced all forms of prejudice, discrimination, intolerance, and intimidation; and

Whereas, the Salida City Council recognizes that respecting individual dignity, celebrating diversity, and promoting tolerance are the responsibilities of citizens and elected officials alike; and

Whereas, the Salida City Council embraces the broad social, ethnic, racial, and cultural diversity represented by Salida residents, Salida Public Schools and Colorado Mountain College students, and visitors to our community; and

Whereas, the City of Salida desires to promote social harmony among residents and visitors to our community; increase participation in government, business, media and social life among all parts of the community; and a commitment to resolving issues collaboratively through civil discourse and finding common ground; and

Whereas, respect for diversity is a cornerstone of community building.

Now, therefore, the Salida City Council does hereby proclaim and declare Salida, Colorado as a hate-free zone and condemns acts causing fear, intimidation, harassment, and harm motivated by bias or prejudice, and furthermore, declares and affirms a policy of non-discrimination on the basis of a person's race, color, religion, ancestry, national origin, age, gender, gender identity, marital status, military or veteran status, political affiliation, socio-economic class, medical condition, or physical or mental disability.

P.T. Wood, Mayor

Date