



CITY COUNCIL ACTION FORM

DEPARTMENT	PRESENTED BY	DATE
Administration	Christy Doon - City Administrator	September 17, 2024

AGENDA ITEM

Resolution 2024-57, A Resolution of the City Council for the City of Salida, Colorado, Pledging to Practice and Promote Civility

BACKGROUND

Resolution 2020-10 (amended via Resolutions 2020-32 and 2023-02) established the City's Civility Invocation and proclaimed the City as a hate-free zone. Since the time of adoption, the civility invocation has been read aloud at each Council meeting. Discussion amongst the Council earlier this year concluded that the invocation may not be making the same impact as it once did, though the Council is still highly committed to the tenants noted therein. Council requested staff put together a Civility Resolution and identify an area within the Council Chambers where the Civility Invocation could be posted.

Additionally, the Colorado Municipal League (CML) is leading a statewide campaign through the 2024 CML President's Civility Initiative – Civility Starts Here. This initiative focuses on fostering respect in Colorado local governments. CML's website notes that "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."

RECOMMENDATION

Based upon the direction of the Salida City Council and the work being done by CML across the state, staff recommends Council approve Resolution 2024-57.

FISCAL IMPACT

There is no fiscal impact.

MOTION

A City Councilmember should state "I move to _____ Resolution 2024-57, A Resolution of the City Council for the City of Salida, Colorado, Pledging to Practice and Promote Civility", followed by a second and a roll call vote.

**CITY OF SALIDA, COLORADO
RESOLUTION NO. 57
(Series of 2024)**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SALIDA, COLORADO,
PLEDGING TO PRACTICE AND PROMOTE CIVILITY**

WHEREAS, the City of Salida recognizes that civility is the steadfast practice of respect, even in disagreement; and

WHEREAS, civility fosters constructive dialogue and connection, recognizing the inherent dignity of every person; and

WHEREAS, civility isn't passive politeness; it is characterized by actively listening, seeking areas of commonality, bridging divides, and respecting differences with dignity when they cannot be resolved; and

WHEREAS, robust dialogue that includes respectful consideration of all viewpoints is key to a thriving democracy; and

WHEREAS, it is imperative to cultivate an environment of mutual respect and cooperation within our City, to ensure the well-being of all its inhabitants and the efficacy of our governance; and

WHEREAS, elected officials entrusted with the responsibility of representing all our constituents, we have a duty to lead by example in promoting civility and fostering an atmosphere conducive to respectful dialogue and collaboration; and

WHEREAS, The City Council of the City of Salida hereby commits to engage in civil discourse, communicating respectfully, even in disagreement, avoiding personal attacks and inflammatory language and commits to the following behaviors that support civility:

1. Listen intently as you speak
2. Focus on issues, not individuals
3. Distinguish between fact and opinion
4. Be curious instead of furious
5. Acknowledge knowledge
6. Own your intentions and your impact
7. Seek common ground
8. Be a role model

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

1. The City Council incorporates the foregoing recitals as findings by the City Council.
2. The City Council hereby reaffirms the City's Civility Invocation, attached as Exhibit A.

RESOLVED, APPROVED AND ADOPTED this ____ day of _____, 20__.

CITY OF SALIDA, COLORADO

By _____

Dan Shore, Mayor

[SEAL]

[ATTEST] _____
City Clerk/Deputy City Clerk



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 affirm our support for women's rights, including equal pay, equal treatment under the law and in the workplace, and the right to determine choices that impact the direction and personal values of one's life, including all individuals' reproductive health choices.
- 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, sexual orientation, gender, gender identity, marital status, military or veteran status, socio-economic class, medical condition, or physical or mental disability.