



City of Missoula, Montana
Item to be Referred to City Council Committee

Committee: Committee of the Whole

Item: Establishing the City's commitment to a Just, Equitable, Diverse, and Inclusive Missoula

Date: July 21, 2021

Sponsor(s): Donna Gaukler

Prepared by: City Clerk Office

Ward(s) Affected:

☐ Ward 1	☐ Ward 4
☐ Ward 2	☐ Ward 5
☐ Ward 3	☐ Ward 6
☒ All Wards	☐ N/A

Action Required:

Adopt/Deny a resolution establishing the City's commitment to a Just, Equitable, Diverse, and Inclusive Missoula, including support for funding and resources.

Recommended Motion(s):

I move the City Council: Adopt/Deny a resolution establishing the City's commitment to a Just, Equitable, Diverse, and Inclusive Missoula, including support for funding and resources.

Timeline:

Referral to committee:	July 26, 2021
Committee discussion:	July 28, 2021
Council action (or sets hearing):	August 9, 2021
Public Hearing:	Click or tap here to enter text.
Deadline:	Click or tap here to enter text.

Background and Alternatives Explored:

Key Plans, Projects and Initiatives that Support the Establishment of this Resolution:

- 2020-2023 Strategic Plan
- FY 2022 Mayor's Key Strategies under Achieve Organizational Excellence: "Build a comprehensive plan to address systemic racism and inequality that may be embedded within city policies, procedures, and systems."
- City of Missoula is the lead on the 2021-2022 National League of Cities, Cities of Opportunity Cohort, whose vision is, "A just, equitable, diverse, and inclusive Missoula—free of systemic and structural inequalities—where our community is connected and honors our individualities. A healthy and vibrant community where we are welcomed and valued and our physical, mental, social, and spiritual needs are met."

Establishing a commitment to a just, equitable, diverse, and inclusive (JEDI) Missoula is the first milestone associated with the National League of Cities, Cities of Opportunity cohort work plan. This cohort has been working together for the past three months on establishing strategies to attain five overarching community outcomes around equity. Proclaiming the city's support for a just, equitable, diverse, and inclusive Missoula will set an organizational commitment to this work.

City staff that are members of the cohort have been working to draft language for the resolution in conjunction with Missoula County. This has included collaboration with a variety of city departments and leadership, the National League of Cities cohort, review from National League of Cities leaders, and research around JEDI consultant's services. We have modeled our resolution after similar resolutions from cities engaged in this work and who have made formal commitments to JEDI within their city's framework including Las Vegas, NV.

A parallel resolution was introduced to the Board of County Commissioners on July 22 at 2:00pm.

Financial Implications:

Funds requested as part of the Fiscal Year 2022 Budget from American Rescue Plan Act or general fund include:

- \$150,000 for JEDI consultants to: Ensure the City of Missoula more closely resembles the community it represents by fostering justice, equity, diversity, and inclusion on our neighborhood councils, numerous boards and commissions, and in our hiring practices; Review and revise our policies, procedures, processes, and public engagement to better reflect justice, equity, diversity, and inclusion to ensure equitable delivery of City of Missoula services; Identify and establish tools for measuring progress; and Establish community engagement including a JEDI Advisory Board and community convening to discuss this effort, connect community with resources, and align our JEDI efforts with community partners' efforts.
- \$77,260 staff support for ongoing NLC efforts, cohort, and related work.

Links to external websites: