Draft dated 8/4/2021
RESOLUTION NUMBER ____

A resolution of the Missoula City Council establishing the City's commitment to a Just, Equitable, Diverse, and Inclusive (JEDI) Missoula.

WHEREAS, Missoula County is located on the ancestral land of the Séliš (Salish or "Flathead') and Qlispé (Kalispel or "Pend d'Oreille") Nations, and was and is a place also utilized by other Indigenous peoples, who non-Indian settlers forced from the Missoula valley, sanctioned by the U.S. government; and

WHEREAS, this represents just one of the many policies in our nation's history that have perpetuated structural and systemic inequalities for generations, resulting in disparate outcomes for marginalized people; and

WHEREAS this is evidenced in Missoula County, where our Indigenous residents are disproportionately affected by health disparities including but not limited to, chronic respiratory illnesses, cancer, substance misuse, depression, suicide, obesity, and a variety of other social determinants of health such as poverty and delayed health care that serve as barriers to accessing quality health services and ultimately contribute to poor health outcomes (Urban Indian Health Institute, Seattle Indian Health Board, 2017, *Community Health Profile: Individual Site Report, Missoula Urban Indian Health Program Service Area*. Seattle, WA: Urban Indian Health Institute; Russette, H., January 5, 2016, *2015 Health Equity Report: Missoula City-County Health Department*, p. 3-13), and that these health disparities are due to institutionalized and systemic discrimination that is historic and contemporary; and

WHEREAS this is further demonstrated in that Black, Indigenous, and other People of Color make up almost eight percent of the population in Missoula, and are disproportionately represented in several income groupings at the 80% AMI level or below. (City of Missoula, Montana 2019-2023 Consolidated Plan for HUD Funded Programs for Federal Fiscal Years 2019-2023NA-15 Disproportionately Greater Need: Housing Problems – 91.205 (b) (2)); and

WHEREAS, structural barriers impede access to a variety of resources, such as higher wages, credit, housing, healthcare, education and public services, which compounds long-standing inequities in these areas; and

WHEREAS, the City of Missoula and our partners are committed to addressing these barriers, including those that may impede access to local government; and

WHEREAS, all residents benefit when these barriers are removed; and

WHEREAS, the City of Missoula is a member of the National League of Cities' 2021 Cities of Opportunity Action Cohort, a program that endeavors to help local leaders address holistic, interconnected factors that affect life expectancy and help build resilient futures for all residents; and

WHEREAS, a local coalition comprised of leaders from the City of Missoula, Missoula County, Missoula City-County Health Department, All Nations Health Center, Missoula County Public Schools, and the University of Montana are engaging in work to identify challenges, successes and how we can better align our equity efforts with one another and the many residents and trusted partners across Missoula already engaged in diversity, equity and inclusion work; and

WHEREAS, the City of Missoula and Missoula County, through the Invest Health initiatives and many others, align with the Cities of Opportunity cohort and our local partners in committing to the health and social and economic well-being of all residents; and

WHEREAS, City of Missoula and Missoula County strive to ensure equal opportunities for all people, and particularly those diverse populations who are often marginalized, by making changes to City policy and applying public funds and resources through a lens of equity; and

DRAFT

WHEREAS, diversity, equity and inclusion are strategies employed in vibrant communities to ensure everyone has fair and just access to the resources they need for their health and social and economic well-being; and

WHEREAS, the Missoula City Council believes that an inclusive community promotes mutual respect and appreciation for all the cultures represented within its community; and

WHEREAS, the Missoula City Council recognizes that fostering a welcoming environment for all individuals enhances Missoula's cultural fabric, economic growth, global competitiveness, and overall prosperity for current and future generations; and

WHEREAS, the Missoula City Council also seeks to incorporate concepts of justice important to the original Indigenous inhabitants of Missoula County, which emphasize our shared obligation to take care of the lands, waters, plants and animals, and that a vibrant community based on respect means not only respect for all people but for all living things; and

WHEREAS, an equity approach ensures all residents have the opportunity to grow, contribute and develop to their fullest potential; and

WHEREAS, the right to live in security, peace, and dignity has been recognized by the United Nations in the Universal Declaration of Human Rights, including securing housing as a fundamental human right; and

WHEREAS Missoula's non-discrimination law prohibits discriminatory practices in the areas of employment, public accommodations, and housing on the basis of race, color, national origin, ancestry, religion, creed, sex, age, marital or familial status, physical or mental disability, sexual orientation, gender identity or gender expression (Missoula City Council ordinance 3428 adopted 4/12/2010); and

WHEREAS, the City strategic plan and guiding principles outline the "shared responsibility to engage in the work required to dismantle systems of privilege and oppression"; and

WHEREAS, the City can better position itself to achieve its Strategic Goals by implementing proven equity practices and policies to address significant inequity in health outcomes and other disparities that decrease the quality of life for many low-income communities which are disproportionately represented by marginalized populations including people of color, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, and Two-Spirit (LGBTQIA+ and 2S), persons with disabilities, aging adults, and where these identities intersect.

NOW THEREFORE BE IT RESOLVED that City Council is committed to a Just, Equitable, Diverse, and Inclusive (JEDI) Missoula, including initiatives, efforts, strategies, and partnerships:

1. Which advance and create a Just, Equitable, Diverse, and Inclusive (JEDI) 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. (Exhibit A – JEDI definitions)
2. That align and support the efforts of the National League of Cities, Cities of Opportunity cohort.
3. To facilitate and support the efforts of our many trusted partners.
4. To work collaboratively with our local JEDI cohort to create a shared roadmap to equity, recognizing that together we can be better.
5. To support the county-lead effort to create a JEDI Advisory Board and by supporting the JEDI workgroup.
6. To apply findings from our Listening, Engaging, Action, Reflection, Network (LEARN) audit in order to more fully engage and empower those most affected so we may together create a new, and better, normal.
7. To call upon all residents to engage in this critically important work.

DRAFT

NOW THEREFORE BE IT FURTHER RESOLVED that the Council prioritizes and advances efforts, based on information learned to date, by directing the Mayor and departments heads to develop a Justice, Equity, Diversity, and Inclusion Plan. The Plan will include:

- Strategies for reviewing and revising our policies, procedures, initiatives, and public engagement plans to better reflect justice, equity, diversity, and inclusion to ensure equitable delivery of City of Missoula services, including the necessary professional services and support staff to realize the Plan.
- Procuring JEDI consultants to expedite efforts and 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.
- Identify and establish tools and accountability mechanisms for measuring progress including creating a JEDI training and follow-up assessment processes to measure JEDI knowledge and skills application for City leadership, employees, commissions, boards, and City Council.
- Establish community engagement tools including a JEDI Advisory Board and community convening to advance efforts, engage and connect community with resources, and align our JEDI efforts with community partners' efforts.
- That this work begins in earnest upon adoption of the FY22 budget.

Passed and adopted this ___ day of _____, 2021.

ATTEST:

_____
Martha L. Rehbein, CMC
Legislative Services Direct/City Clerk

APPROVED:

_____
John Engen
Mayor

DRAFT

Exhibit A

JEDI Definitions: National League of Cities, Cities of Opportunity cohort
and City-County Equity Workgroup

Justice: Justice: Dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life. These barriers are essentially the “isms” in society: racism, classism, sexism, etc. *–Public Lands Alliance*

This includes distributive justice, procedural justice, retributive justice, and restorative justice. Distributive justice, or economic justice, is concerned with giving all members of society a "fair share" of the benefits and resources available (Beyond Intractability); Procedural justice speaks to the idea of fair processes, and how people’s perception of fairness is strongly impacted by the quality of their experiences and not only the end result of these experiences (Yale Law School); Retributive justice is a system of criminal justice based on the punishment of offenders rather than on rehabilitation (Oxford Languages); and Restorative justice is a theory of justice that emphasizes repairing the harm caused by criminal behavior (Center for Justice and Reconciliation).

Equity: Equity is the full and equal access to opportunities, power, and resources so that all people achieve their full potential and thrive. *–Developed by King County*

Diversity: Being composed of a demographic mix of an intentional collection of people, taking into account elements of difference across national origins, languages, ethnicities, races, skin colors, cultures, generations, religions, spiritualties, socio-economic backgrounds, sexual orientation, gender identity and gender expression, as well as different skills, abilities, customs, values, behavioral styles, beliefs, and where these identities intersect. *–Adapted from D5 Coalition and Michigan Nonprofit Association/NEW Center’s Diversity, Equity and Inclusion Toolkit*

Inclusion: The full engagement of individuals sharing power at all levels of an organization. All members are valued, respected, and supported. The act of inclusion is reflected in an organization’s culture, practices and relationships that support a diverse workforce and is an intentional demonstration that counters the historical exclusion of underrepresented communities. Inclusive organizations ensure equal and full participation in decision-making processes by considering all views. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive. *–D5 Coalition and Michigan Nonprofit Association/NEW Center’s Diversity, Equity, and Inclusion Toolkit*

DRAFT