

Draft dated 7/26/2021
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 is located on the ancestral land of the Salish, Kootenai, and Pend d'Oreille people, as well as other tribal nations, who were forced from the Missoula valley by white settlers; and

WHEREAS, the City of Missoula is a 2021 Action Cohort of the National League of Cities, Cities of Opportunity, Turning Crisis into Pathways to Equity and Resiliency; and

WHEREAS, a local cohort 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 do equity work better together by aligning efforts with each other and the many residents and trusted partners across Missoula already engaged in Diversity, Equity, and Inclusion work; 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 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.

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

WHEREAS, the City strives to ensure equal opportunities for all people, particularly diverse populations that are often marginalized, by making changes to City policy and applying public funds and resources through a lens of equity; and

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

WHEREAS, an equity approach ensures that all residents have the opportunity to grow, contribute, and develop to their fullest potential; 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+2S), persons with disabilities, aging adults, and where these identities intersect.

NOW THEREFORE BE IT RESOLVED that City Council 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.

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:

APPROVED:

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

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, spiritualities, 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*