

City of Missoula

Committee of the Whole Agenda

Date: November 16, 2022, 9:00 AM - 11:00 AM

Location: Council Chambers (in person) or TEAMS (virtually)
Attend in person: City Council Chambers, 140 W Pine, Missoula MT

Members: Stacie Anderson, Mirtha Becerra, Daniel Carlino, John P. Contos, Sierra Farmer, Gwen Jones, Kristen Jordan, Mike Nugent, Jennifer Savage, Amber Sherrill, Sandra Vasecka, Heidi West

Microsoft Teams meeting

Join on your computer or mobile app*:

[Click here to join the meeting](#)

* You may be prompted to download the Teams app

Or call in (audio only)

406-384-6960

Phone Conference ID: 615 041 199#

Press *5 to raise your hand to be recognized for public comment, *6 to mute and unmute

Watch the meeting only:

[Web stream \(live or on demand\)](#) Open this meeting on the calendar and select "View Live Stream" or "Video."

For more ways to watch the meeting and submit public comment, see the Citizen Participation Guide.

Issues? Call the City Clerk 406-552-6078.

If anyone attending this meeting needs special assistance, please provide 48 hours advance notice by calling the City Clerk Office at 406-552-6073.

Pages

1. ADMINISTRATIVE BUSINESS

1.1. Roll Call

1.2. Approval of the Minutes

1.2.1. Minutes from the November 2, 2022 Meeting

1

2. PUBLIC COMMENT

3. COMMITTEE BUSINESS

3.1. LEARN Report Information item only.

Eran Pehan

6

3.2. Update on 2022 Equity Efforts Information item only.

Donna Gaukler

7

4. ADJOURNMENT

DRAFT - Missoula City Council Committee of the Whole Minutes

November 2, 2022

12:30 PM

Council Chambers (in person) or TEAMS (virtually)

Attend in person: City Council Chambers, 140 W Pine, Missoula MT

Members present: Stacie Anderson, Mirtha Becerra, Daniel Carlino, John P. Contos, Sierra Farmer, Gwen Jones, Kristen Jordan, Mike Nugent, Jennifer Savage, Amber Sherrill, Sandra Vasecka, Heidi West

1. ADMINISTRATIVE BUSINESS

1.2 Approval of the Minutes

1.2.1 Minutes from committee meeting October 26, 2022

The minutes were approved as submitted.

2. PUBLIC COMMENT

Kevin Hunt made a public comment regarding establishing a citizen task force regarding matters related to ACS.

3. COMMITTEE BUSINESS

3.1 Proposal for budget amendment to keep the Authorized Campsite (ACS) open until May 31, 2023

Gwen Jones: This is a continued item of business. The rules of decorum were discussed and a reminder to review and follow these rules was given.

There has been a lot of discussion regarding timing of the closing of the ACS. This was an initiative of the previous Mayor and the County Commissioners; this was not something the Council initiated. Sadly, the Mayor passed away from a terminal illness during this time. I acted as an interim mayor, but felt this item needed to be handled by the incoming Mayor, so that is a part of the reason why this item is being addressed now and had not been addressed before.

The Emergency Winter Shelter does not have mandatory drug testing in place, as was commented on last week. The TSOS is the same, with no testing mandated.

Eran Pehan showed a presentation discussing available options in the committee for homelessness assistance. Please see presentation for specific details.

The Council members posed various questions to Eran, many as noted below. For full details on all questions, please see the recorded presentation.

Sandra Vasecka asked if there was any idea as to when the COVID restrictions will be lifted from the Pov, to increase capacity. Eran stated they are watching that and working

with current health officials and are very anxious to have more availability and not have to turn people away in the winter.

Kristen Jordan inquired about food services at the EWS. Eran stated they have bagged lunches and she believed there were some warm items in crockpots, etc.

Daniel Carlino wondered if the ACS is the lowest barrier shelter in the area and a plan for moving it. Eran said she felt it is the lowest barrier shelter, but that the TSOS was also low barrier. She specified they are working on what will be the best option for the ACS going forward, but this is a project involving many partners with many involved.

Amber Sherrill inquired about the Pov's regular capacity, not considering COVID restrictions. Eran felt it was around 150 or so. Amber also wondered about the food provisions. Eran explained that food services are available at the EWS and the Pov. Medical service clinics are also available through Partnership Health and other areas around town. Amber also wondered about the ability to provide the service staff needed to meet the needs of those people.

Mirtha Becerra wondered about the number of sites available at the TSOS. Eran thought it was probably approximately 20 more sites than currently available. The question regarding single/double occupancy at the TSOS was raised by Mirtha. Eran said this information could be determined. A question regarding a pets was asked and Eran said this is always a tricky issue when going into a shelter situation. Foster care for pets by the community is an option currently being discussed.

Stacie Anderson verified with Eran that at the highest capacity night last winter, between all the options available, there was still availability for more people to stay in the shelters available. Eran confirmed this.

Kristen Jordan asked about the options for a nonprofit to take over the ACS or partnering with the City on an ACS. Eran confirmed this, if it meets the necessary zoning requirements, etc.

Sandra Vasecka said Jill from the Pov said that the EWS has one hot meal daily, they are working on two a day and also have hot water, coffee and snacks available throughout the day.

Daniel Carlino asked about the barrier requirements are for entering the different shelters/shelter areas, which Eran discussed.

Gwen acknowledged that there have been safety issues, causing the City not being able to operate this as it should be. Eran confirmed this. She reminded the group that these individuals are in real crisis, which manifests itself in many different ways. A security presence is a part of providing services to people living in crisis and experiencing trauma. This is a reflection on the crisis, not the people experiencing the crisis. This is a very real part of operating a shelter system. Gwen stated for the City to do this, it needs to be done well, the best possible that it can be. Gwen noted she has had discussions that there is a lot of energy toward volunteering by the tenants union. This could be a good resource for help with animals, phones for people who do not have access to one to keep in touch with their medical providers, helping with storage issues, etc. Eran agreed that they have been very agreeable to helping in her discussions with them.

Daniel had a question regarding the security contracts currently in place for the ACS.

Heidi West wondered if with the current staffing level, the intermittent security level would be appropriate. Eran said the City does not feel they can currently operate the ACS 24/7 security with current staffing level or without an experienced operational partner who can bring in 24/7 staffing.

There was clarification of the motion on the floor.

Daniel clarified the motion and that it was referring to using the surplus ARPA funds for funding.

Heidi noted that because the County's agreement ended shortly, this would put all the cost onto the City. Eran said the funding was approved in each of the budget processes through the end of November, so there is no ongoing funding from the County, so this would have to be approved by them.

Kristen noted that the nonprofit currently interested in partnering needed more time, but that there had not been a hard "NO" yet from the County, so may be worth pursuing.

Stacie said Chris Loundsbury from the County was on the meeting and was wondering if he may be able to speak to this.

Chris Loundsbury said the County has not been formally asked and if so, they would need to go through a formal process for a budget amendment and he was unsure as to the Commissioners feelings toward this.

Mirtha noted that if the ACS were to stay open, the current contracts in place are set to expire in November. Eran noted the contract with Rogers International does expire at the end of November. City staff is continuing to help, but have stated they cannot provide the services needed, due to lack of help, unless more help is provided.

Gwen noted it has been challenging to get the appropriate services in place and serviced up to this point and that is not going to go away. Eran agreed. These issues are not a result of the City not trying everything, it has to do with the fact these are the best services they can provide in the situation.

Sandra asked Kristen about the nonprofit and whether or not they would be interested if the City votes no at this time. Kristen felt they still would be interested, but need time to get services in place.

Gwen opened it up to public comment once again.

Kevin Hunt voiced his comments regarding lumping people together, the fact that different people need different needs, pets, and not letting the perfect be the enemy of the good.

William Specter said all he has heard is individualistic solutions, not those that will affect the group.

No online comments.

Council Comment on the Motion:

Kristen spoke again about the nonprofit and their potential plans and to reach out to them with further questions.

Daniel said that closing the ACS would result in closing the lowest barrier shelter and would affect other community resources and hopes that everyone will listen to the things the residents said during their visit to the meetings.

Sandra said this is a very difficult situation, as these are human beings, but as a keeper of tax dollars, said she does not feel the federal tax dollars through the ARPA funds should be spent on this.

Kristen said this has been heartbreaking and appreciates everyone's time and feels heartbroken that people who will go without services and it is shortsighted to move these people around.

Amber Sherrill - I don't see a plan for what we need for security and staffing to keep this open. The EWS has saved lives. Using our ARPA dollars and not knowing what is going to happen for the future and if we will be able to keep the EWS open isn't sensible. This is a brutal situation to be in.

Heidi - I want to reiterate that this is a temporary option that was propped up and is getting lost in this conversation. This was the first year this was ever an option for anyone. Everyone on the ground learned a lot and what not to do. There needs to be a different model moving forward. We need to trust our staff and service providers who are doing this really hard work every day.

Mike Nugent - I agree that the ACS as it sits now is not a viable solution. Permanency was never the intent. It is easy to say just keep it open, but if something goes wrong down the road, people (as they should) would be back here saying we knew this was an issue, yet we kept it open. This is unfortunate all around. There is no win in this situation. The focus now should be on transition, as the ACS is closing and I motion to Table this motion.

Gwen - Basically we hit pause and readdress in 6 months if needed.

Public comment was called for on this.

Kevin Hunt spoke that there are solutions available and his understanding about what tabling a motion involves.

William Specter said the platitudes do not mean anything if the actions do not reflect it. It is about convenience and optics and dehumanizes these people.

Andi Hoelzel appreciated what Mr. Hunt said about speaking to the reason for tabling this motion, in order to make intention clear. If this gets tabled, no one is publicly accountable for their vote on this motion. Cautioned about going forward with private security firms.

Voted to table the motion. John Contos had to leave the meeting prior to this.

Direct the administration to keep the "Authorized Camping Site" on Clark Fork Lane open and concurrently prepare a budget amendment for the Council's consideration.

Moved by: Mike Nugent

Motion to table the motion "Direct the administration to keep the "Authorized Camping Site" on Clark Fork Lane open and concurrently prepare a budget amendment for the Council's consideration."

AYES: (8): Stacie Anderson, Mirtha Becerra, Sierra Farmer, Gwen Jones, Mike Nugent, Jennifer Savage, Amber Sherrill, and Heidi West

NAYS: (3): Daniel Carlino, Kristen Jordan, and Sandra Vasecka

ABSENT: (1): John Contos

Vote results: Approved (8 to 3)

4. ADJOURNMENT

Meeting was adjourned at 2:20.



**City of Missoula, Montana
City Council Committee Agenda Item**

Committee: Committee of the Whole

Item: LEARN Report

Date: November 16, 2022

Sponsor(s): Eran Pehan

Prepared by: Eran Pehan

Ward(s) Affected:

- | | |
|-----------------------------------------------|---------------------------------|
| <input type="checkbox"/> Ward 1 | <input type="checkbox"/> Ward 4 |
| <input type="checkbox"/> Ward 2 | <input type="checkbox"/> Ward 5 |
| <input type="checkbox"/> Ward 3 | <input type="checkbox"/> Ward 6 |
| <input checked="" type="checkbox"/> All Wards | <input type="checkbox"/> N/A |

Action Required:

No action required. Information item only.

Recommended Motion(s):

I move the City Council: n/a

Timeline:

Committee discussion:	November 16, 2022
Council action (or sets hearing):	n/a
Public Hearing (if required):	n/a
Final Consideration	n/a
Deadline:	n/a

Background and Alternatives Explored:

In the Fall of 2020, the City of Missoula Contracted with LEARN Missoula to conduct an audit and qualitative research regarding our services, operations, and programs. LEARN's vision is to use BIPOC-generated knowledge to envision and design solutions and action strategies that will transform Missoula into a place and space of equality, equity, and inclusion.

The LEARN Missoula team has completed their work and is ready to report their findings and recommendations to City Council and the broader community.

Financial Implications:

Links to external websites:

<http://learnmissoula.org/>



**City of Missoula, Montana
City Council Committee Agenda Item**

Committee: Committee of the Whole

Item: Update on 2022 Equity Efforts

Date: November 3, 2022

Sponsor(s): Senior Leadership and City Justice Equity Diversity Inclusion Strategic Implementation Team

Prepared by: Click or tap here to enter text.

Ward(s) Affected:

<input type="checkbox"/> Ward 1	<input type="checkbox"/> Ward 4
<input type="checkbox"/> Ward 2	<input type="checkbox"/> Ward 5
<input type="checkbox"/> Ward 3	<input type="checkbox"/> Ward 6
<input checked="" type="checkbox"/> All Wards	<input type="checkbox"/> N/A

Action Required:
N/A

Recommended Motion(s):
I move the City Council: N/A

Timeline:

Committee discussion:	November 16, 2022
Council action (or sets hearing):	Click or tap here to enter text.
Public Hearing (if required):	Click or tap here to enter text.
Final Consideration	Click or tap here to enter text.
Deadline:	Click or tap here to enter text.

Background and Alternatives Explored:

The City Council's and Mayor's 2020-2023 Priorities outlined key strategies including organizational excellence, community design and livability, safety and wellness, economic health, and environmental health. An overarching goal in advancing these strategies is to implement projects, programs, and policies, and apply resources through a framework that prioritizes climate sustainability, resiliency, and adaptability, importantly for the people who live here. Thus, a commitment to equity, diversity, inclusion, and justice is key in our overall success as a community. Throughout 2021, the city and partners formed a Justice, Equity, Diversity, and Inclusion (JEDI) cohort and participated in a yearlong technical assistance program through the National League of Cities, Cities of Opportunity, initiative. The initiative focuses on equity in opportunity for all individuals to experience good health and economic stability. On August 19, 2021, the City Council passed a resolution prioritizing Council's commitment to a Just, Equitable, Diverse, and Inclusive Missoula. The resolution outlined a broad plan to foster the work. Since the passing of the Resolution, the City through employees, departments, boards, and partnerships, has committed and or completed several actions related to JEDI.

Financial Implications:

Direct costs of training and one employee are paid through qualifying funds within the American Rescue Plan Act

Links to external websites:

RESOLUTION NUMBER 8533**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, Black, Indigenous, and other People of Color represent 30% of those incarcerated at the Missoula County Detention Facility, despite making up 8% of the overall Missoula County population (3Missoula County Monthly Jail Population Dashboard, June 2020 to July 2021); and

WHEREAS, older residents of Missoula County are disproportionately impacted by chronic health conditions, as the CDC indicates 85% of older adults have at least one chronic health condition and 60% of have at least two chronic health conditions, resulting in significant challenges in paying for care and navigating complex health care systems; and

WHEREAS, older adults are also disproportionately impacted by rising costs of housing, general goods and service, and taxes, as over 90% rely on a fixed income that does not increase at the same rate as expenses, resulting in higher levels of poverty; 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 & Partnership Health Center, 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

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.

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 16th day of August, 2021.

ATTEST:

APPROVED:



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

TRIMBLE



John Engen
Mayor



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. –*The Avarna Group*

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 (Centre 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*

