

3. The Commission is initially charged with objectively evaluating existing data, studies, and reports from available sources concerning social and racial equity in the City of Staunton that evaluate social determinants and inequitable outcomes within the City of Staunton. The Commission's initial charge shall also include data collection and research that evaluate the

45 same outcomes. The Council will appropriate funds to establish a budget for the Commission to
46 conduct its data collection and research.

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48 4. The Commission will be supported by the Assistant City Manager as well as other
49 City staff to the extent that information is needed, with access to City financial and other records
50 and reports.

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52 5. The Commission shall conduct at least one public hearing to receive input from
53 City residents concerning racial and social equity.

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55 6. The Commission shall compile a report for the Council consisting of its analysis of
56 existing data, studies, and reports concerning racial and social equity as well as its own research
57 and data collection efforts on the topic. The report shall also contain a summary of all public
58 comments received by the Commission at its public hearing(s) as well as any other
59 communications it receives from Staunton residents concerning racial and social equity. The
60 report shall include recommendations to the Council (a) about specific inequitable social and racial
61 outcomes within the City of Staunton, and (b) for a proposed framework for the Commission to
62 pursue in the next 12 to 18 months to address specific factors that may contribute to inequitable
63 racial and social outcomes.

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65 6. The Commission will be expected to complete its initial work and submit its report
66 to Council not later than _____, 2022. Council then will schedule and hold a
67 public hearing on the report.

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69 7. Subsequent to receiving the Commission's report and its public hearing on the
70 report, the Council will assign further duties to the Commission.

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73 _____
74 Andrea W. Oakes, Mayor

75 Attest: _____
76 Morgan C. Smith, Interim Clerk of Council
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