

**RESOLUTION
OF THE
COUNCIL OF THE CITY OF STAUNTON, VIRGINIA,
TO ESTABLISH AN EQUITY AND DIVERSITY COMMISSION**

Recitals

A. The provisions of Virginia Code Section 15.2-1411 and Staunton City Charter, Chapter II, Section 11, Paragraph Twenty-First, authorize the Staunton City Council (“Council”) to establish advisory boards and commissions.

B. The Council received a report from the Staunton Branch of the National Association for the Advancement of Colored People at its August 12, 2021 meeting requesting the establishment of an equity and diversity commission.

C. The Council unanimously adopted a motion at its August 12, 2021 meeting to establish the City of Staunton Equity and Diversity Commission (“Commission”).

D. This resolution memorializes the establishment of the Commission, as a public body, and outlines the parameters for its membership, function, and expected work product that will benefit Council and the City of Staunton as the City seeks to understand and implement policies, programs, and procedures to address social and racial equity within the City.

E. These recitals are an integral part of this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Staunton, Virginia, as follows:

1. The Commission is established and will be composed of 11–15 members, one of whom will be named by the constituent members as the Chair and another of whom as the Vice Chair to help lead the Commission. The Commission will be a public body subject to the applicable requirements of the Virginia Freedom of Information Act and members of the Commission should be aware of those requirements.

2. The Acting/Interim City Manager, in consultation with Dr. Robin Stacia will develop an application for individuals interested in serving on the Commission. The entire Council will convene as the Nominations Committee as a “Committee of the Whole” and recommend candidates to Council to serve on the Commission. Council, upon recommendation of its Nominations Committee of the Whole and in consultation with the Interim City Manager, Assistant City Manager, or designee, will appoint the initial members of the Commission by not later than May 26, 2022. Members of the Commission will be selected such that the members will bring a diversity of backgrounds and perspectives to the Commission. Members of the Commission shall serve terms of two years commencing upon the date of their appointment by Council. Council Member Mead shall serve initially as the Council’s Liaison to the Commission.

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

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

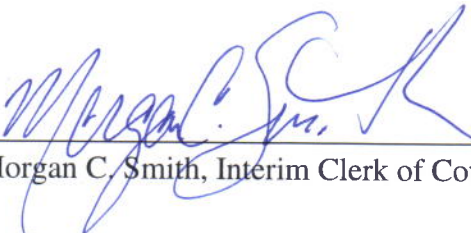
5. The Commission shall conduct at least one public hearing and other community conversations to receive input from City residents concerning racial and social equity.

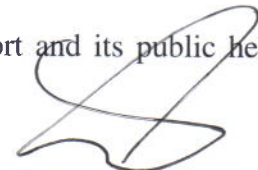
6. The Commission shall compile a report for the Council consisting of its analysis of existing data, studies, and reports concerning racial and social equity as well as its own research and data collection efforts on the topic. The report shall also contain a summary of all public comments received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

7. The Commission will be expected to provide an update on their work to City Council not later than December 2022 and complete its initial work and submit its report to Council not later than December 2023. Council then will schedule and hold a public hearing on the report.

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

Attest:


Morgan C. Smith, Interim Clerk of Council


Andrea W. Oakes, Mayor