

**RESOLUTION
OF THE
COUNCIL OF THE CITY OF STAUNTON, VIRGINIA,
TO ESTABLISH A DIVERSITY, EQUITY AND INCLUSION 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 unanimously adopted a motion at its August 12, 2021 meeting to establish the City of Staunton Equity and Diversity Commission ("Commission").

C. The Equity and Diversity Commission, now known as the Diversity, Equity and Inclusion (DEI) Commission, presented their complete report and recommendations to City Council in December 2023.

D. City Council held a public hearing on the Commission's recommendations in February 2024 and authorized staff to proceed with implementation of the recommendations, including establishment of a permanent DEI Commission, all subject to the City's budget process.

E. City Council now desires to memorialize the establishment of the Commission, as a public body, and outlines the parameters for its membership, function, and expected work 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.

F. 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 9-11 members, one of whom will be elected 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. Members of the Commission shall serve terms of three years commencing upon the date of their appointment by City Council. For the purposes of establishing staggered terms, initial appointments of two-thirds of commission members may be for terms of one (1) year or two (2) years, if City Council so determines.

a. The application process shall be designed to ensure that commission membership composition supports diversity and inclusivity.

3. The Commission shall have the following duties:
- a. Partner with the City's efforts to move the Commission Report recommendations and strategies forward.
 - b. Provide expertise and guidance to the City Council and city leaders on the ways in which the City engages with the community.
 - c. Create a sense of DEI permanence by partnering with the City to better incorporate DEI within City events, language, and interactions.
 - d. Advise City Council and city leadership about points of impact affecting current and future Commission recommendations and suggest accountability measures to achieve those recommendations.
 - e. For those recommendations that are outside the role of city government provided services, advise City Council and city leadership about the best path for acting on the recommendations, including ways to coordinate with small businesses, corporations, nonprofit leaders and citizens.
 - f. Communicate concerns of community members related to Diversity, Equity, and Inclusion to the City Council and city leadership.
 - g. Conduct periodic reviews of relevant DEI strategies and recommendations based on current research and potential changes in the Staunton community.
 - h. Provide (at a minimum) an annual written report to City Council.
 - i. To perform such additional functions or duties as may be so identified as to specific matters by the City Council or City Manager or designee.

4. The City Manager shall be responsible for the assignment of staff support to the commission in the exercise of its functions, powers and duties.

5. All meetings of the Commission shall be open to the public and otherwise held in accordance with the Virginia Freedom of Information Act.

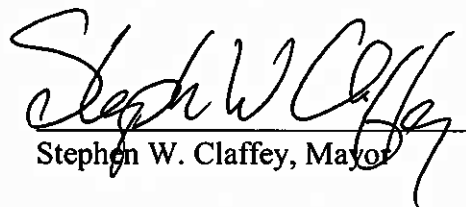
6. Nothing in this resolution shall modify or curtail the functions, duties or authority of other public bodies.

Adopted this 25th day of April, 2024.

Attest:



Kiley Kesecker, Clerk of Council


Stephen W. Claffey, Mayor