

10-05-2020 draft



Personnel and Policy (P&P) Committee

Members: Councilors Scully, Lapointe, Wynne Staff: City Manager Rudy

Inclusion, Diversity, Equity and Access— Recommendations and Updates

October 5, 2020

Recommendation: Update Hallowell's Welcoming Resolution

The P&P Committee recommends that the Hallowell City Council adopt an updated Welcoming Resolution. Resolution 01-17-R, passed by the Council on February 14, 2017 focuses largely on newer immigrants. The Committee proposes that the Council adopt a new resolution that also includes Indigenous, Black, and other People of Color. See *Attachment #1* for a proposed updated Welcoming Resolution.

Updates: Inclusion, Diversity, Equity and Access (IDEA) Task Force

Attachment #2 includes the description of the ad hoc task force included in September's P&P Committee report approved by the City Council. The P&P Committee further envisions the task force proceeding as follows:

- This will be a subcommittee of the P&P Committee.
- This will function as a joint City Council/community task force, co-chaired by the P&P Committee chair and a community member.
- The task force will be moderately formal. Members will be appointed by the Mayor by the end of October, if possible. There will be clearly defined goals, agendas, and deadlines. Simultaneously, the process will be informal and flexible in a way that welcomes participation and ideas from across the Hallowell community.
- The City will announce the creation of the IDEA Task Force via print and online. The announcement will include an open invitation to community members who have experience with obstacles to inclusion, equity, and access to let us know if they would like to participate. Hallowell's elected officials also are welcomed to recommend experienced community members who might want to serve on the task force. A few people already have volunteered or been identified as prospects. If there are more volunteers than there are task force slots, the number of slots should be expanded.
- If funding becomes available, the work of task force will be supported by an outside facilitator (e.g. Mindbridge) to help set a clear path for the success of this initiative.

RESOLUTION xx-xx-x

PROPOSED UPDATED WELCOMING RESOLUTION

WHEREAS, Indigenous Peoples have lived in this land for many thousands of years, long before the arrival of the first Immigrants to America and long before there was a City of Hallowell, a United States of America, and a State of Maine; and

WHEREAS, America was built in very large part on the lands of Indigenous Peoples with the labor of enslaved, indentured, and other oppressed Peoples of Color, leaving a legacy of deeply rooted and pervasive racism which persists today; and

WHEREAS, the United States of America, since and even before its inception, has been a nation of Immigrants, young and old, seeking economic opportunity, and refuge from war and persecution; and

WHEREAS, Immigrants and their descendants founded, built and cherished the City of Hallowell and for more than two centuries have lived in liberty and under the protection of the rights guaranteed by our nation's Constitution, Bill of Rights, and laws; and

WHEREAS, Immigrants have come to America seeking opportunities and rights for themselves and their children not attainable in their countries of origin, including the freedom of speech and assembly, the right to worship as their conscience dictates, the freedom to love the partner of their choosing, and opportunities to receive education and earn a living; and

WHEREAS, Black and Indigenous Peoples and other Peoples of Color have woven the social, cultural, political, scientific, and economic fabric that serves as the foundation of our country; and

WHEREAS, America and the world have seen that individual or systemic acts of intolerance toward others engender only further hostility, discord, and destruction of lives; and

WHEREAS, our inclusive rainbow of unique, creative, diverse, and tolerant individuals and business owners defines the very essence of the City of Hallowell; and

WHEREAS, the City of Hallowell supports the civil liberties and human rights of all people without regard to race, ethnicity, religion, sexual orientation, national origin, gender, gender identity, ability, citizenship or immigration status, and will not deny services to any individual based upon these criteria;

NOW THEREFORE, BE IT RESOLVED that the City of Hallowell welcomes Immigrants and all new residents and visitors to our community, and supports their paths toward citizenship, recognizing the extraordinary efforts and resilience of the individuals who move to our community under the most difficult of circumstances, and who face barriers including unfamiliar language or culture; and

BE IT FURTHER RESOLVED that the City of Hallowell welcomes the contributions of all its citizens, visitors, and business owners in its celebrations and day-to-day activities, in an environment that is inclusive of others and free from fear; and

BE IT FURTHER RESOLVED that the People of Hallowell, through our Mayor and City Council, condemn bigotry, discrimination, hate speech, violence, and any actions intended to intimidate, demean, bully or frighten others, and will resist and prosecute to the fullest extent of the law against acts of discrimination and intimidation in all forms; and

BE IT FURTHER RESOLVED that the Hallowell Mayor, City Manager, and designated committees will ensure that the City of Hallowell's policies and ordinances are consistent with this Resolution, reporting back to the City Council on any changes necessary to comply with this Resolution; and

BE IT FURTHER RESOLVED that the Mayor and members of the City Council adopt this updated resolution without reservation on this thirteenth day of October 2020 to replace the original Welcoming Resolution adopted on the fourteenth day of February 2017.

Attachment #2

Ad Hoc Task Force to Advance Inclusion, Diversity, Equity and Access (IDEA)* in Hallowell

*Formerly Diversity, Equity, Inclusion and Access (DEIA)

What?	<p>Launch an initiative to advance IDEA in Hallowell that will lead to specific, agreed upon outcomes. Establish an ad hoc task force to consider several questions, including:</p> <ul style="list-style-type: none">▪ Is the City of Hallowell delivering services to all those who need services?▪ Do all people living in Hallowell feel represented?▪ What can and should the City do to advance IDEA?▪ What can the community do to help advance IDEA?
Why?	<p>The purposes of the initiative are to:</p> <ul style="list-style-type: none">▪ Deepen and broaden understanding of IDEA and why this is important to Hallowell.▪ Get a clearer picture of what needs to happen in both the near term and the longer term.▪ Implement specific, agreed upon steps to advance IDEA in Hallowell.
Who?	<p>In addition to a few Councilors and the City Manager, the task force should include up 8-10 individuals to provide expertise and guidance relating to IDEA. Those serving on the task force should represent a broad array of stakeholders, such as people of color, immigrants, people who are LGBTQ+, people with physical disabilities, people with mental illness/other behavioral health issues, veterans, youth, elders, and faith leaders.</p>
When?	<p>The following timeline is recommended for the IDEA task force:</p> <p><i>Sept. and Oct. 2020:</i> Identify potential IDEA task force members and invite 8-10 to serve.</p> <p><i>Mid-Nov. 2020:</i> Hold first task force meeting.</p> <p><i>Nov. 2020 through April 2021:</i> Task force does its work.</p> <p><i>May 2021:</i> Task force reports back to City Council, including recommendations for FY 2022 budget.</p>
How?	<p>Start with an initial draft list of possibilities (see Attachment #1)</p> <p>Perform Community Network Analysis (see item 2 in Attachment #1)</p> <p>Hold 6 meetings of task force, plus a public forum in April to review task force recommendations.</p> <p>Accept offer of Chair of Personnel & Policy Committee to organize/coordinate the work of the task force.</p>