

In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.
When: Feb 15, 2022 05:30 PM Central Time (US and Canada)
Topic: Community Equity Commission

Please click the link below to join the webinar:
<https://us02web.zoom.us/j/89762403493>

Or One tap mobile :

US: +19292056099,,89762403493# or +13017158592,,89762403493#

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Webinar ID: 897 6240 3493

International numbers available: <https://us02web.zoom.us/j/89762403493>

Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at amuskopf@claytonmo.gov. All comments received will be distributed to the entire Commission before the meeting.

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

**Community Equity Commission
February 15, 2022 at 5:30 PM**

Agenda

1. Welcome and Roll Call
2. Approval of January 13, 2022 Minutes
3. Introduction of New Ex-Officio Member
4. Welcoming City
5. Annual Report
6. Subcommittee Updates
7. Old Business
 - a. Public Comments from January 13, 2022 Meeting
8. Public Comment
9. Comments from Members
10. Next Meeting: February 15 at 5:30 pm
11. Adjourn

The City of Clayton
Community Equity Commission
Virtual Zoom Meeting
January 13, 2022 at 5:30 PM

Minutes

The meeting was called to order at 5:33 pm.

Roll Call

Present: Laura Horwitz (Chair), Ted Wheeler, Yvonne Tisdell, Ben Uchitelle, Chris Schmiz, Frances Pires, and JoAnna Schooler (ex officio).

Additional: Alderwoman Susan Buse, Aldermen Gary Feder, City Manager David Gipson, and Assistant City Manager Andrea Muskopf

Minutes

Ben Uchitelle moved to approve the November 11, 2021 minutes. Ted Wheeler seconded the motion. All were in favor.

Approval of Changes to Meeting Dates

Chris Schmiz moved to reschedule the meeting on February 10, 2022 at 5:30 pm to February 15, 2022 at 5:30 pm and the meeting on April 14, 2022 at 5:30 pm to April 11, 2022 meeting. Ted Wheeler seconded the motion. All were in favor.

Ideas and Recommendations for Naming New Park at 7811 Maryland Avenue

Frances Pires moved to recommend to the Parks and Recreation Commission that the new park at 7811 Maryland Avenue be named "Remembrance Park" and provide information in the recommendation the reasoning behind the recommendation and the dedication to the Black community that was displaced. Ben Uchitelle seconded the motion. All were in favor.

Criteria for Selecting Ex-Officio Member from Faith Community

The Commission recommended that the Board of Aldermen consider the following criteria for selecting an ex-officio member from the faith community.

Leader within their faith group (even if administrative)

- Demonstrated belief in the mission of the City and CEC
- Desire and ability to coordinate the local faith community in Diversity, Equity, and
- Inclusion (DEI) matters and engagement
- Representative should be a resident or work for a religious organization in Clayton

Annual Report

City staff will work on updating the Annual Report based on meeting discussion.

Old Business

Public Comments from November 11, 2021

City Manager Gipson reviewed the public comments from the November 11, 2021 Meeting.

Public Comment

Kathleen Gund recommended that Rev. Mia White of the First Congregational Church for the ex-officio member of the faith community. She also requested that the City send out notifications to the community about the meeting date changes for the February and April meetings. Lastly, she shared that the “Welcoming City” concept extends to a residents ability to participate and volunteer on City boards and commissions.

Chief Smith provided an update on questions received from individual Commission members regarding unhoused individuals. He will provide updates on traffic stop data and suspicious activity at the February or March meeting.

Comments from Members

None

Next Meeting Date

The next meeting is scheduled for February 15 at 5:30 pm.

Adjourn

Yvonne Tisdell moved to adjourn the meeting. Ben Uchitelle seconded the motion. All were in favor. The meeting adjourned at 7:00 pm.

CLAYTON
COMMUNITY EQUITY COMMISSION
2021 ANNUAL REPORT

DRAFT

OVERVIEW

The Community Equity Commission ([Bill No. 6759](#)) was established to provide the Mayor and Board of Aldermen with insight and guidance on matters of equity, diversity and inclusion.

The Ordinance creating the Commission provides it shall serve in an advisory role to the Mayor and Board of Aldermen on ways to:

1. *“Promote community awareness and education on the value of diversity to the community;*
2. *Promote equity on the basis of economic status, race, color, religion, gender, national origin, ancestry, marital status, lawful source of income, physical or mental disability, familial status, sexual orientation, and gender identity;*
3. *Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services and programs, which will establish the Commission as a community resource and regional leader;*
4. *Promote responsiveness of government to concerns of all minority groups and others that may be subject to bias or discrimination in the community; and*
5. *Encourage the creation and continuation of community equity, diversity and inclusion awareness efforts, programs, and activities that are available and accessible to all community members.*

Commission Members

The Ordinance provides for 7 Commissioners. During 2021 they were: Laura Horwitz, Chair; Frances Pires, Stuart Berkowitz, Yvonne Tisdell, Christine Schmiz, Ted Wheeler, and Ben Uchitelle.

Ex-Officio and Aldermanic Liaison Members

The Ordinance further provides for the appointment of Ex-Officio and Aldermanic Liaison Members. During 2021, Ex-Officio Members were Dr. Sean Doherty of the Clayton School District, Cameron Poole of the Clayton School District, JoAnna Schooler of Washington University, Ellen Gale of the Clayton Chamber of Commerce, The Reverend Laurie Anzilotti of the Episcopal Church of the Holy Communion, and Kenneth Murdock of St. Louis County Government.

Alderwoman Joanne Boulton, Alderwoman Susan Buse, and Alderman Gary Feder were the Board of Aldermen Liaisons. Alderman Dan Sokol also served as a Board Liaison until his untimely passing away in April 2021.

Accomplishments and Activities

- Continued the Community Equity Commission (CEC) reflection tradition: This tradition is where from time-to-time CEC stops for an appropriate reflection to consciously give consideration and appreciation to individuals who contributed to equity and inclusion. In 2021, the CEC recognized: Rosa Parks; thirteen deceased diverse military members including, Missouri's own Cpl. Jared Schmitz, and General Colin Powell, First African American Secretary of State and Chairman of the Joint Chief of Staff.
- Mission Statement: Recommended changes to Clayton's Mission Statement to reflect the goals of Equity, Diversity and Inclusion. New Mission Statement adopted by the Board of Aldermen.
- Supplier Diversity Initiative: An Administrative Advisory Subcommittee was formed to develop a strategy and process for the implementation of a Supplier Diversity initiative. The purpose is to ensure that Clayton seeks suppliers from as broad a spectrum of companies as possible. The plan has been temporarily paused due to staff availability, including the retirement and replacement of the City's Finance Director, the City's annual audit, and staffing shortages related to the pandemic.
- Hiring: CEC members have participated in extensive hiring processes for City staff, including Firefighter/Paramedics and the Fire Chief. The CEC's participation seeks to ensure that an additional equity lens is applied to applicants for City positions.
- Subdivision Indentures: Upon the recommendation of the CEC, the Board of Aldermen and the City reached out to neighborhood trustees to advocate for the removal of illegal and offensive racial residential restrictions.
- Collaboration with Clayton Police Department: Throughout 2021, Commission members met with Chief Smith to learn the activities of the Police Department and how the CEC might be supportive. Chief Smith has been extremely helpful in these activities. In addition, Chief Smith continues to provide quarterly updates on traffic stop analysis.
- Municipal Judge Selection Process: Created and made recommendations from an equity lens for the selection process of Clayton's Municipal Judge. Adopted by Board the Aldermen.
- Housing Issues: Received an informative presentation on Clayton's housing equity report card. Also focused on modifications to the City's planned unit development points system related to affordable housing. At year end, the CEC

created a Housing Subcommittee to examine affordable and equitable housing matters in 2022.

- Neighborhood Watch Signs: The CEC recommended the removal of outdated Neighborhood Watch Signs, which do not support the City's efforts to become a more welcoming city. The Board of Aldermen agreed and staff removed approximately 70 signs from neighborhoods throughout Clayton.
- Municipal Court Ordinances: The Municipal Law Subcommittee reviewed a number of Clayton ordinances and shared that information with Clayton officials.
- Clayton Connection, City Views and Other Media: Throughout the year, the CEC continued to furnish Diversity, Inclusion and Equity information for various Clayton publications and media.
- Mutual Aid: Collaboration between the CEC and Police Department led to the addition of the following important provision to its Standards of Conduct General Order: *"Employees shall also abide by all department policies and general orders when performing law enforcement duties outside the City of Clayton. Employees should contact an on-duty Clayton supervisor for guidance if they are being ordered to violate one of our policies or general orders while working under the supervision of an outside agency."*
- Personnel Manual: The Administrative Advisory Subcommittee and City staff worked together to develop a Diversity, Equity and Inclusion statement, which was added to the Personnel Manual of the City.
- Citizen Survey: The CEC recommended the addition of questions to the biennial Citizen Survey. The Board of Aldermen agreed with the recommendation and the questions were added to the survey instrument. The CEC and City can now benchmark and track response trends for future years.

Respectfully Submitted

Clayton Community Equity Commission

Laura Horwitz, Chair

Yvonne Tisdell, Stuart Berkowitz, Frances Pires, Christine Schmitz, Ted Wheeler and Ben Uchitelle