

NOTE: THE COMMUNITY EQUITY COMMISSION MEETING WILL BE HELD **IN-PERSON** AND VIRTUALLY VIA ZOOM (link is below).

Please note, individuals may attend in-person or virtually via Zoom. Doors will open 30 minutes prior to the start of each meeting. Due to the ongoing pandemic, occupancy will be limited to 25 attendees per meeting to accommodate social distancing. While masks are recommended, proof of vaccination will be required for individuals who wish not to wear a mask. Failure to provide proof of vaccination will require a mask to be worn while in City Hall.

When: Dec 8, 2022 05:30 PM Central Time (US and Canada)

Please click the link below to join the webinar:

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

**Community Equity Commission  
December 8, 2022 at 5:30 PM  
City Hall, 10 N. Bemiston Avenue  
Clayton, MO 63105**

Agenda

1. Welcome and Roll Call
2. Approval of October 13, 2022 Minutes
3. Reflections: International Day of Persons with Disabilities
4. Update on Engagement of Faith-Based Organizations for January 12, 2023 Meeting
5. Update on Meeting with the Kirkwood Human Rights Commission
6. Update from St. Louis County on Historical Marker
7. Discussion on Presentation from the American Jewish Committee – St. Louis
8. Subcommittee Updates
  - a. Communications
  - b. Municipal Court
9. Old Business
  - a. Public Comments from November 10, 2022 Meeting – None
10. Public Comment
11. Comments from Members
12. Next Meeting: Thursday, January 12 at 5:30 pm
13. Adjourn

**The City of Clayton  
Community Equity Commission  
Virtual Zoom Meeting  
November 10, 2022**

Minutes

The meeting was called to order at 5:35 pm.

**Roll Call**

Present: Ben Uchitelle (Chair), Stuart Berkowitz, Lauren Rodriguez-Goldstein, Chris Schmiz, Ted Wheeler, and JoAnna Schooler.

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

**Approval of October 13, 2022 Minutes**

Stuart Berkowitz moved to approve the minutes. Ted Wheeler seconded the motion. Minutes accepted and approved.

**Reflection: Land Acknowledgement and Transgender Day of Remembrance**

Chris Schmiz led the Reflection.

**Discussion and Recommendation on Neighborhood Indentures Ordinance**

The Board of Aldermen adopted the ordinance recommended by the Commission on November 8, 2022.

**Update on Housing Subcommittee Recommendation**

The Board of Aldermen approved the Commission's recommendation on November 8, 2022. The text amendments should be before the Plan Commission/ARB in January 2023 and could be adopted by the Board of Aldermen as early as February 2023.

**Update on letter to Faith-Based Leaders**

Chair Uchitelle proposed that the Commission members will volunteer to invite members of the faith-based community to the January 12, 2023 meeting. Assistant City Manager Muskopf will send out a copy of the letter, contact list, talking points, volunteer list and January Zoom meeting information.

**Subcommittee Updates**

Chris Schmiz provided update from the Communication Subcommittee, including a section in the City's e-newsletter.

Stuart Berkowitz provided an update from the Law Enforcement Subcommittee.

**Old Business**

City Manager Gipson shared that members of the Kirkwood Human Rights Commission are available to meet on November 21 at 10 am at City Coffee & Creperie. City Manager Gipson will send out follow up email to confirm who will be in attendance.

**Public Comments**

There were no public comments during the October 13, 2022 meeting.

**Update on St. Louis County Marker**

Assistant City Manager Muskopf was notified by St. Louis County that the marker would be removed by the end of November.

**Presentation on Antisemitism by the American Jewish Committee – St. Louis**

AJC St. Louis Regional Director Nancy Lisker presented information on antisemitism.

**Public Comment**

None

**Comments from Members**

None

**Next Meeting Date**

The next meeting is scheduled for December 8 at 5:30 pm.

**Adjourn**

Having no other business, the meeting adjourned at 6:55 pm.

DRAFT



Clayton Community Equity Commission  
December, 2022  
Reflection

*We begin this meeting by acknowledging that we are on the traditional homelands of Osage Nation, Missouriia, and Illini Confederacy.*

*We pay respect to elders both past and present, and we thank them for their hospitality and stewardship of this land.*

December 3<sup>rd</sup>

International Day of Persons  
with Disabilities

*“Disability inclusion is an essential condition to upholding human rights, sustainable development, and peace and security...The commitment to realizing the rights of persons with disabilities is not only a matter of justice; it is an investment in a common future.”*

*António Guterres*

*“Let us remember that disability is a source of identity and power for over a billion people and that this movement is not only about disability rights but disability pride as well.”*

*President Joseph R. Biden*

**Judith (Judy) Heumann** is a lifelong advocate for the rights of disabled people. She is recognized internationally as a leader in the disability community. Heumann is a lifelong civil rights advocate for people with disabilities. Her work with governments, NGOs, non-profits, and various other disability interest groups, has produced significant contributions to the development of human rights legislation and policies benefiting children and adults with disabilities. Through her work in the [World Bank](#) and the [State Department](#), Heumann led the mainstreaming of disability rights into international development. Her contributions extended the international reach of the [independent living](#) movement.

Judy contracted polio as a toddler in 1949 in Brooklyn, New York and began to use a wheelchair for her mobility. She was denied the right to attend school because she was considered a "fire hazard" at the age of five. Her parents fought for her rights, gaining her access to a special grade school and a public high school, but Judy soon determined for herself that her fight had just begun. In 1970, Heumann was denied her New York teaching license because the Board did not believe she could get herself or her students out of the building in case of a fire. She sued the Board of Education on the basis of discrimination. A local newspaper ran a headline of 'You Can Be President, Not Teacher, with Polio'. The case settled without a trial and Heumann became the first wheelchair user to teach in New York City and taught elementary school there for three years.



Based on the outpouring of support and letters she received due to the publicity her lawsuit garnered in 1970, Heumann and several friends founded [Disabled in Action](#) (DIA), an organization that focused on securing the protection of people with disabilities under civil rights laws through political protest. Early versions of the [Rehabilitation Act of 1973](#) were vetoed by President [Richard Nixon](#) in October 1972 and March 1973.<sup>[16]</sup> In 1972, DIA demonstrated in New York City with a sit-in protesting one of the vetoes. Led by Heumann, eighty activists staged this [sit-in on Madison Avenue](#), stopping traffic.

Throughout her life, Judy has traveled in her motorized wheelchair to countries on every continent, in urban and rural communities alike. She has played a role in the development and implementation of major legislation including the IDEA (Individuals with Disabilities Act), the Americans with Disability Act and the Convention on the Rights of Persons with Disabilities.




*To learn more about her life and work, visit [judithneumann.com](http://judithneumann.com)*



## What we all can do

- **Engage:** People with disabilities are sometimes avoided simply because people feel awkward. This can create a feeling of exclusion that only grows more painful over time. Step up and engage, ask questions and follow the person with the disability's lead. Once you get over that first time, it quickly gets easier.
- **Show Respect:** Ask first and follow the person with the disability's lead. They are the experts on their needs and how best to meet them. Never start to push someone's wheelchair without first asking their permission. Don't touch, move or lean on mobility aids
- **Speak Directly:** Make eye contact and speak to people directly even if their care attendant is with them. If you will be speaking to a person in a wheelchair for an extended time, sit in a chair next to them rather than bending over them.



*“When other people see you as a third-class citizen, the first thing you need is a belief in yourself and the knowledge that you have rights. The next thing you need is a group of friends to fight back with.”*

Judith Heumann (Being Heumann: An Unrepentant Memoir of a Disability Rights Activist)



Clayton Community Equity Commission

Meeting with Kirkwood Human Rights Commission (KHRC), November 21, 2022

CEC Members Present: Ben Uchitelle, Shantay Bolton, David Gibson, Susan Buse, Chris Schmiz

KHRC Members Present: Geoff Morrison, Nicole Goldkamp, David Hartug, Russell Hawes

## Summary

David Gibson worked with Russell Hawes, Kirkwood's City Manager, to facilitate a meeting between the Kirkwood Human Rights Commission and Clayton Community Equity Commission to share ideas.

A couple of things to note upfront:

- Kirkwood has a population of 29,400 vs Clayton's population of 16,900
- Kirkwood has a robust mailing list of their residents since utilities are managed by the city
- Kirkwood has a neighborhood newspaper, the Webster-Kirkwood Times, which facilitates reaching the community

Programs initiated by KHRC:

- **Employment Initiative:** The Commission is promoting the employment of those with physical and developmental challenges by local businesses. Employers who hire those with diverse abilities are eligible to receive a recognition sticker (for door or window). This sticker identifies the business's commitment to providing inclusive employment opportunities.



Created by the Kirkwood Human Rights Commission supported by the City of Kirkwood and Kirkwood Business Dev. Corp.

- **High School Junior Essay Contest:** Each year the KHRC sponsors an essay contest for KHS Juniors. There are four winners who are given a small stipend. The prompt for the 2022 essay was "What is the greatest human rights issue of your generation and why?"
- **Information Booths:** KHRC has an information booth at all city sponsored events including the Police/Parks Department Hot Dog events, back-to-school events, heir

Greentree Festival and the Police Department Open House. The booth is staffed by members of the Commission

- **Annual Speaker's Forum:** Yearly educational event open to the public. This year the event, "An Evening with Bobby Bostic" was co-sponsored by the Kirkwood Public Library.
- **Denis Hart Award:** Recognizing those who have made significant contributions to the community in promoting human rights and social justice issues. Anyone who has lived or worked within the city of Kirkwood can be nominated. The award is in honor of the late Denis Hart, who served on the commission.
- **Dialogue with Police Department and School District:** On-going discussion covering issues like vehicle stop reports and the achievement gap