

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.

When: August 10, 2023 05:30 PM Central Time (US and Canada)

Topic: Community Equity Commission

Join from a PC, Mac, iPad, iPhone or Android device:

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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. All comments received will be distributed to the entire Commission before the meeting.

**Community Equity Commission
August 10, 2023 at 5:30 PM
City Hall, 10 N. Bemiston Avenue
Clayton, MO 63105**

Agenda

1. Welcome and Roll Call
2. Approval of July 13, 2023 Minutes
3. Reflection: Women's Equality Day
4. Appointment of Representative to Livable Community Master Plan Steering Committee (Less than 4 meetings/15-20 hours of time over next year)
5. Recommendation to Appoint Ex-Officio Faith-Based Representative
6. Update on Business Community Outreach
7. Meeting with Kirkwood Human Rights Commission
8. Review of Guiding Principles, Action Items, and Calendar
9. Subcommittee Updates
 - a. Communications
 - b. Municipal Court
 - i. Presentation of Recommendation
 - c. Housing
 - i. Meeting with Webster
10. Old Business
 - a. Public Comments from July 13, 2023 Meeting
11. Public Comment
12. Comments from Members
13. Next Meeting: Thursday, September 14, 2023 at 5:30 pm
14. Adjourn

**The City of Clayton
Community Equity Commission
City Hall, 10 N. Bemiston Ave.
July 13, 2023**

Minutes

The meeting was called to order at 5:30 pm.

Roll Call

Present: Chris Schmiz, Ben Uchitelle, Lauren Rodriguez-Goldstein, Ted Wheeler, Frances Pires, and JoAnna Schooler (ex officio).

Additional: Alderwoman Becky Patel, Alderman Gary Feder, City Manager David Gipson, and Assistant City Manager Andrea Muskopf.

Approval of June 8, 2023 Minutes

Ben Uchitelle moved to approve the minutes. Frances Pires seconded the motion. Minutes accepted and approved.

Reflection: South Asian Heritage Month

Chris Schmiz led the Reflection.

Review and Discussion on Guiding Principles and Initiatives for Coming Year

Chris Schmiz to revise the Guiding Principles. The Guiding Principles and Action Items will be emailed to the Commission for reference. Additionally, Chris will complete the August reflection and Commission members will volunteer to prepare and lead future reflections.

Mayor's Commemorative Landscape Task Force

Ben Uchitelle will replace Chris Schmiz as the Community Equity Commission representative on the Mayor's Commemorative Landscape Task Force.

Subcommittee Updates

Updates were provided on the Communications, Municipal Court, and Housing Subcommittee.

Public Comment

Kathleen Gund suggested having updates at the Community Equity Commission meetings about the Comprehensive Plan. Assistant City Manager Andrea Muskopf provided an update that the consultants would be presenting to the Community Equity Commission at their September 12 meeting.

Comments from Members

No comments from members.

Next Meeting Date

The next meeting is scheduled for August 10, 2023 at 5:30 pm.

Adjourn

Lauren Rodriguez-Goldstein moved to adjourn the meeting. Francis Pires seconded the motion. All were in favor. The meeting adjourned at 6:34 pm.



Clayton Community Equity Commission
August 10, 2023
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.

August 26th

Women's Equality Day

On August 26, we celebrate Women's Equality Day, marking the date in 1920 that the Nineteenth Amendment established that an American citizen's right to vote cannot be denied on the basis of sex. But it's important to recognize that the amendment alone was not enough to protect *all* women's right to vote. In practice, the Nineteenth Amendment enfranchised White women across the United States, Black women in the northern and western parts of the country, as well as some Latinas.

And yet, racist policies and practices ensured that many BIPOC women still could not enjoy their right to vote. Citizenship laws excluded many Native American and Chinese immigrant women, effectively barring them from obtaining voting rights. White supremacist practices like poll taxes, literacy and understanding tests, and the terrifying threat of racist violence prevented southern Black women and many Spanish-speaking Mexican-American women from exercising their right to vote.

Today, we want to recognize some historical BIPOC women activists who ensured no one could forget that women are not equal until all women are equal.



Born to formerly enslaved parents, Mary Church Terrell became one of the first African-American women to earn a college degree and was a charter member of the NAACP. She consistently urged White suffrage leaders to understand women's rights from a broader perspective that included non-White women's concerns and experiences—though this meant Terrell herself regularly faced the racism and dismissiveness of White suffragists. Many Black women founded their own clubs to spread their vision of women's rights through racial justice, and Terrell herself became the first president of the National Association of Colored Women.

Born into a politically-minded Spanish-speaking family in New Mexico, Nina Otero-Warren was an activist for women's rights (especially suffrage) and protecting Spanish language rights. She served as New Mexico's chair of the National Woman's Party and helped make Spanish a language of the suffrage movement by insisting that literature, speeches, and general outreach be conducted in both English and Spanish.





Mabel Ping-Hua Lee immigrated with her family to the United States from China when she was four. By the age of sixteen, she was already a dedicated political activist, helping lead a New York suffrage parade on horseback. In 1912, the New York Times called her “the symbol of an era, when all women will be free and unhampered.” In addition to becoming the first Chinese woman in the United States to earn her doctorate in Economics, she worked tirelessly to mobilize the Chinese-American community to support women’s suffrage.

Chinese-American suffragists like Lee raised awareness of the broader issues faced by the Chinese community in America, but they would not gain the right to vote until the Chinese Exclusion Act was repealed in 1943.



Gertrude Simmons Bonnin was a Yankton Dakota (Sioux) activist, writer, educator, and musician who advocated for Native Americans' civil rights and cultural sovereignty. In 1926, she co-founded the National Council of American Indians, whose purpose was to "Help Indians help themselves in protecting their rights and priorities." The dedication of Indigenous political activists like her helped pass legislation that protected Native Americans' rights and representation, including the Indian Citizenship Act of 1924, which expanded citizenship and voting rights for Native Americans.

NONE OF US

ARE FREE

UNTIL

ALL OF US

ARE FREE

The painful reality of our history is that the 19th amendment did not grant all women the right to vote.

We can no longer deny that the women's suffrage movement was racist in action and practice due to its white leaders. All women were not treated and seen as equals. It is time for us to unlearn the systems of discrimination and racism and speak the truth once and for all.

When we know better, we do better.

Sarah Rugenstone
Clayton Site Pastor | she/her
The Gathering UMC

BIO

Sarah Rugenstone is a Local Licensed Pastor in the United Methodist Church. She currently serves at The Gathering, as the Site Pastor of the Clayton Site. Sarah graduated from Duke Divinity in May of 2022 with her M.Div. She went to Greenville University for her undergraduate education where she received her BA in Religion. Sarah is a Missouri native from Springfield, MO. She's recently married to her husband, Zack Rugenstone, who also has his MDiv. She is passionate about sitting with people in all walks of life, in their questions, in their joys and in their grief. She also loves all living creatures, and has three pets of her own. A dog and two cats!

Draft letter to accompany survey of Chamber of Commerce Business Leaders

Dear Clayton Business Leader:

The Clayton Community Equity Commission (CEC) and Clayton Chamber of Commerce are working together to ensure our city is one where St. Louisans of all backgrounds choose to live, work, play and pray. To this end we are seeking your input on how best to work with the business community to achieve our shared goal of being a truly welcoming and fair place for all.

As background, the CEC was formed by Bill No. 6759 passed by the Mayor and Board of Alderman in 2019 and convened its first meeting in March of 2020. Since that time, the CEC has been working closely with the city government and law enforcement to view our own policies and practices through a DEI lens. This included a review of personnel manuals, supplier hiring practices, police code of conduct and mutual aid agreements, as well as suspicious call activity and traffic stop data. The CEC suggested changes to the selection process for our municipal judges which are currently being implemented.

In addition, the CEC conducted a thorough review of all neighborhood indentures in Clayton and found that nearly all 39 neighborhoods in Clayton included racial restrictions in the deed documents that had been handed down unknowingly generation-to-generation. As of November 8, 2020, all such hateful language has either been purged or disavowed by the City of Clayton.

While we are proud of the work to-date we recognize there is much more to be done. This is where we need your help in determining what our priorities should be going forward in service to the businesses, large and small, that make our community complete.

Thus we are asking for your time. This survey should take no more than 10 minutes to complete but will go a long, long way in guiding our programs and practices going forward.

Thank you for your consideration.

1. What size is your organization?
 - a. <100 employees
 - b. 100 – 999 employees
 - c. 1,000 – 9,999 employees
 - d. >10,000 employees

2. Has your company accelerated their DEI efforts in the last 3 years?
 - a. Yes, incrementally
 - b. Yes, significantly
 - c. No

3. Has your company accelerated their DEI efforts in the last 12 months?
 - a. Yes, incrementally
 - b. Yes, significantly
 - c. No

4. What triggered an acceleration of your organization's DE&I efforts in the last 12 months? (select all that apply)
 - a. CEO/Executive team
 - b. It's the right thing to do
 - c. Social justice movement
 - d. Employees
 - e. Brand and reputation
 - f. Community
 - g. Environmental, Social and Governance (ESG) compliance
 - h. Board
 - i. Customers
 - j. Investors
 - k. Media pressures
 - l. Government
 - m. Unions

5. Do you have a separate DEI budget?
 - a. Yes
 - b. No
 - c. I don't know

6. Has your DEI budget changed in the last 12 months?
 - a. Yes, incrementally
 - b. Yes, significantly
 - c. This is the first year we've had a separate DEI budget
 - d. No, it's stayed the same
 - e. Yes, it decreased significantly
 - f. Yes, it decreased incrementally

7. What DE&I practices do you have in place or are you planning to put in place? (select all that apply)

- a. Development of non-discrimination policies, bullying and harassment
- b. Acknowledging diversity celebrations, events
- c. DEI vision statement
- d. DEI strategy
- e. Diversity council or committee
- f. Training, including Unconscious Bias
- g. Focus on psychological safety
- h. Working with diverse markets, customers, communities
- i. Business/Employee Resource Groups
- j. DEI goals or targets
- k. Workforce analytics
- l. Mentorship programs
- m. DEI leader/Office
- n. Inclusive Leadership training for people leaders
- o. Development of equitable talent practices or processes
- p. DEI scorecard
- q. Career pathing/architecture
- r. Increased engagement scores across demographic groups
- s. Development programs for underrepresented groups
- t. DEI key performance indicators for people managers
- u. Decrease in voluntary exit rates of underrepresented talent
- v. Supplier diversity
- w. Recruiting for diverse or underrepresented talent (pipelining)

8. What are your biggest challenges when it comes to implementing DE&I initiatives? (select all that apply)

- a. Converting intent into initiatives
- b. Changing behaviors
- c. Holding leaders accountable
- d. Setting the right targets
- e. Defining focal points
- f. Lack of expertise
- g. Changing systems & processes
- h. Budget
- i. Balancing group vs local priorities
- j. Lack of stated commitment or clear goals
- k. Collecting data
- l. DEI is not a strategic priority
- m. Tracking progress
- n. Lack of executive sponsorship
- o. External political climate

- p. We don't know where to start
9. How can The Clayton Community Equity Commission (CEC) and Clayton Chamber of Commerce we best support your DEI efforts? (open form field)

Clayton Community Equity Commission
Action Items
2023-2024

Project	Lead Commission Members	Timing
Collaboration with Clayton School District on student led initiative focused on being a welcoming community to all	Francis Cameron Chris	End of Fall/Spring Semester
Recommendation for Multi-Lingual Signage in Clayton	Lauren Andrea	Fall
Collaboration with the Chamber of Commerce and Business Community to create a DEI Summit	Rob Ben Chris	Winter
Seeking new liaison with Faith-based community	Ben	ASAP
Annual Review of Data from CPD & Municipal Courts	Chief Smith Stuart Francis Lauren Becky	March
Dialogue with Webster Groves and potentially other communities on housing & equity issues	Chris Ted Ben Gary David	Fall
Annual Report & Misc Communications	Chris Ben Joanna Becky	On-going
Recommendation for Behavioral Health Responder	Ben Lauren	
CEC Participation on Mayor's Commemorative Landscape Task Force	Ben	On-going
CEC Participation on City Comprehensive Plan Steering Committee	Chris	On-going

DIVERSITY AWARENESS CALENDAR 2023

July

Disability Pride Month

French American Heritage Month

7/2 – Birthday of Thurgood Marshall (Black American): well-known as a civil rights activist who served as an Associate Justice of the Supreme Court

7/18 – Birthday of Nelson Mandela (South African): civil rights leader for South Africa, and the country's first black president

7/18 - South Asian Heritage Month begins

7/26 – Americans with Disabilities Act anniversary: outlawed the discrimination against people with disabilities

August

8/9 – International Day of the World's Indigenous People (United Nations): created by the UN, celebrates the cultures of indigenous peoples around the world

8/24 – Birthday of Marlee Matlin (People with Disabilities): Marlee Matlin is the only hearing-impaired actor to win the Oscar for best actor/actress

8/26 – Women's Equality Day: commemorates the American women gaining the right to vote in 1920

September

Suicide Prevention Month

National Recovery Month: This month helps to educate all Americans on treatment and mental health services for those with substance use disorder

9/8 – Moms' Equal Pay Day

9/11 – National Day of Service

9/15-10/15 – National Hispanic Heritage Month: This month honors the culture and contributions of both Hispanic and Latino Americans

9/20 – HeForShe (Women): initiated by the UN to promote gender equality

9/21 - Black Women's Equality Pay Day

9/22 American Indian Day

October

LGBTQ History Month

National Disability Employment Awareness Month: advocates for people with disabilities, and their inclusion in the workforce

National Polish American Heritage Month: dedicated to honoring Polish heritage

10/10 – World Mental Health Day (People with Disabilities): promotes mental health awareness and education, and advocates against social stigma relating to mental health

10/11 – National Indigenous Peoples' Day honors the indigenous people of North America

10/11 – National Coming Out Day

November

Native American Heritage Month: celebrates the culture and heritage of individuals who deeply enrich the United States

Military Family Month

11/1 – Military Family Appreciation Day

11/16 - International Day for Tolerance (United Nations): founded by the UN to promote respect for various religions, languages, ethnicities, and cultures

11/13-19 – Transgender Awareness Week

11/20 – Transgender Day of Remembrance (LGBTQ+): seeks to remember those who were murdered due to transphobia

11/30 - Native Women's Equal Pay Day

December

Universal Human Rights Month

12/1 – World AIDS Day: helps raise awareness of HIV/AIDS and money to cure it

12/3 – International Day of Persons with Disabilities (United Nations): raises awareness for the rights and well-being of those with disabilities

12/8 – Latina’s Equal Pay Day

12/10 – International Human Rights Day (United Nations): adopted by the UN in 1948, celebrates the day it the Universal Declaration of Human Rights

12/26 – Kwanzaa (Black): 8-day holiday inspired by African harvest celebrations

Guiding Principles – 2023 Clayton Community Equity Commission

The Clayton Equity Commission was formed by Bill No. 6759. The body provides guidance to the Mayor, Board of Aldermen and the Clayton community on the issues pertaining to diversity, equity and inclusion. In June 2020, the CEC decided to begin its broader equity work by addressing racial equity with the goal of advising elected officials on how to prioritize and enact system change to reduce the impact of racism in our community. (see “Why are we leading with race?” below)

The CEC recognizes that racism is ingrained throughout all facets of life in our nation and region, and that racial disparities define Black St. Louisans’ quality of life across a range of indicators. Clayton is not immune to these problems, as both data and anecdotal evidence of Black residents’ and visitors’ experiences in our community makes clear. The CEC seeks to ensure Clayton is a community where St. Louisans of all backgrounds choose to live, work and play. To accomplish that purpose, CEC will focus on identifying policies and practices currently in place that reinforce inequities, and propose solutions to close these gaps.

Why are we leading with race?

The CEC leads with race, with the recognition that the creation and perpetuation of racial inequities are of urgent priority to our region and the nation at large. We further recognize that racial inequities across all indicators for success are deep and pervasive. Racial segregation was intentionally built into the foundation of the St. Louis community. Now we must be equally intentional in our efforts to remove the injustices left in its wake.

It is also true that inequities exist across other identity factors, including those based on 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. Prioritizing racial equity provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization. In our formative meetings, we reviewed recommendations of the Governmental Alliance on Race and Equity and several case studies of other cities who have used an equity commission to great effect. It became clear that when a local government makes policy and practice changes to reduce racial inequity, it improves the city’s functioning for residents and visitors of color, as well as, residents and visitors with other marginalized identities.

CEC Values

Impact, Community, Courage

Law Enforcement Subcommittee Recommendation Concerning Clayton's
General Provisions Ordinance Sec. 130.190

In prior reports we have discussed the issue of bench warrants as it relates to our mandate as commissioners of the CEC. We noted that the issuance of bench warrants is considered within the equitable and discretionary power of the Court to enforce its own rules.

Municipal Courts are supervised by the Missouri Supreme Court thru the Minimum Standards for Municipal Divisions (MOS). Those standards directly address the issuance of bench warrants. They state that in minor traffic cases a bench warrant should only be issued upon a finding that there is "probable cause" that the defendant had "intentionally" missed the court date. The report and recommendations from the Court's committee following Ferguson clearly found that the municipal courts had abused this power and it should be limited.

It is in this context that we have examined Ordinance Sec. 130.190. This ordinance appears in Clayton's General Provisions. Its enactment is unknown. We are unaware of this ordinance ever being used.

This ordinance makes it a misdemeanor for failure to appear without any finding required by MOS standards. The charge is made by the prosecuting attorney which can have a chilling and disturbing effect on any defendant. Penalties include fines and confinement. This ordinance seems to be additional to the Court's discretionary power to issuance of bench warrants.

It is our view that Sec. 130.190 invades the equitable power of our court and is inconsistent with MOS standards. We recommend that Sec. 130.190 be repealed by the BOA.

Respectfully submitted,
Stuart Berkowitz , Frances Pires, and Lauren Rodriguez-Goldstein