

**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: Nov 9, 2023 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/83178380826>

Or One tap mobile :

+13017158592,,83178380826# US (Washington DC)

+13052241968,,83178380826# US

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 931 3860 US

+1 929 205 6099 US (New York)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

Webinar ID: 831 7838 0826

International numbers available: <https://us02web.zoom.us/j/83178380826>

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
November 9, 2023 at 5:30 PM
City Hall, 10 N. Bemiston Avenue
Clayton, MO 63105**

Agenda

1. Welcome and Roll Call
2. Approval of October 12, 2023 Minutes
3. Reflection: Equity Matters
4. Presentation on Police Practices
5. Update on Student-Led Project with School District of Clayton
6. Recommendation to Make Downtown Clayton Signage Bilingual
7. Update on Survey to Business Community
8. Subcommittee Updates
 - a. Housing
9. Public Comment
10. Comments from Members
11. Discuss Next Meeting Date
12. Adjourn

**The City of Clayton
Community Equity Commission
City Hall, 10 N. Bemiston Ave.
October 12, 2023**

Minutes

The meeting was called to order at 5:34 pm.

Roll Call

Present: Chris Schmiz, Stuart Berkowitz, Lauren Rodriguez-Goldstein, Ted Wheeler, Karin Schute, and Sarah Rugenstone (ex officio).

Additional: Alderwoman Becky Patel, City Manager David Gipson, and Assistant City Manager Andrea Muskopf

Approval of September 14, 2023 Minutes

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

Introduction of New Ex-Officio Member

Reflection: National Indigenous People's Month

Chris Schmiz led the Reflection.

Comprehensive Plan Data Review

Director of Planning & Development Services, Anna Krane, presented data from the Comprehensive Plan.

Recommendation to Make Downtown Clayton Signage Bilingual

Commission discussed recommendations and revisions will be made and presented at a future meeting.

Subcommittee Updates

Updates were provided on the activities of the Municipal Court and Housing Subcommittees.

Old Business

No old business.

Public Comment

No public comments.

Comments from Members

No comments from members.

Next Meeting Date

The next meeting is scheduled for November 9, 2023, at 5:30 pm.

Adjourn

Having no other business, the Commission adjourned the meeting at 6:43 pm.



Clayton Community Equity Commission
November 9, 2023
Reflection

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

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

A photograph of two young children in a classroom. The child on the right is a young girl with dark hair, wearing a light blue t-shirt with a graphic and blue and black patterned arm warmers. She is leaning over a table, focused on playing with a large green block. The child on the left is a young boy with dark hair, wearing a white t-shirt, looking towards the girl. The background shows a blue bulletin board with several posters, including one titled "Group" and another titled "Line Leader".

EQUITY MATTERS:
PRESCHOOL SUSPENSIONS

50,000 Annual Preschool Suspensions and Counting

- About 250 students are suspended or expelled from preschool each day, according to the [2017 National Survey of Children's Health](#). This adds up to about 50,000 preschoolers being suspended every year, with 17,000 expelled, according to the [Center for American Progress](#).
- And that astronomical number isn't reflective of what actually happens.
- “We think it's way higher because there's no true paper trail, there's no monitoring and accountability system,” says [Darielle Blevins](#), Ph.D., an assistant research professor at the [Children's Equity Project](#) out of Arizona State University.



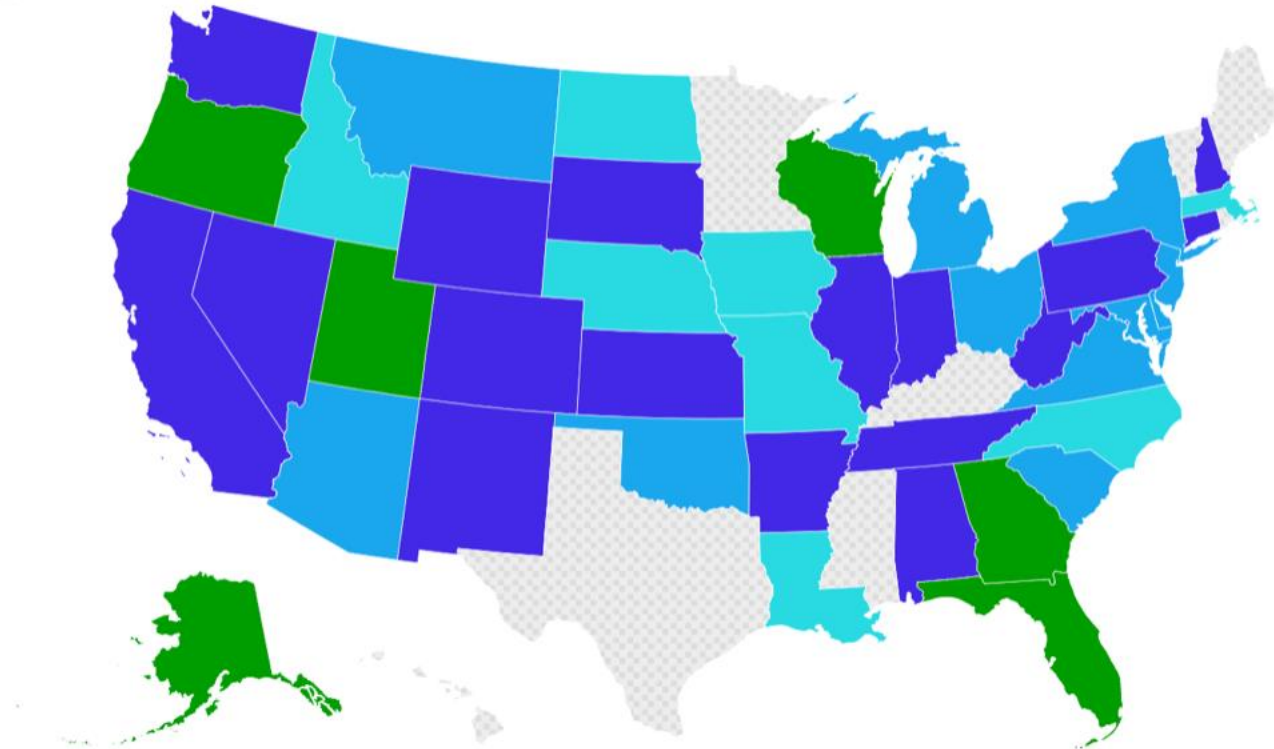
- The data show Black preschoolers were suspended 2.5 times more than their share of the total preschool population — meaning 18% of preschoolers are Black, and 43% of preschool suspensions were Black students, according to a [2021 report](#) from the U.S. Department of Education’s Office of Civil Rights.
- This rises to 48% when referring to students who were suspended more than once.
- These rates have remained largely unchanged for the last four decades.

Students who are told from a young age that they are “bad,” or “misbehave,” or “don’t sit well” start to take on that persona.

- A [2020 report](#) by the Children’s Equity Project says there isn’t evidence that harsh discipline improves children’s behavior, either in the short- or long-term, but there is a lot of research showing it has negative outcomes.
- Children who are suspended in preschool are more likely to experience academic failure and be held back, have negative attitudes toward school, drop out of high school, and be involved with the juvenile justice system, according to a [2019 report](#) published in ScienceDirect.

There are 29 states across the country that report having an expulsion and suspension policy in early care and education settings.

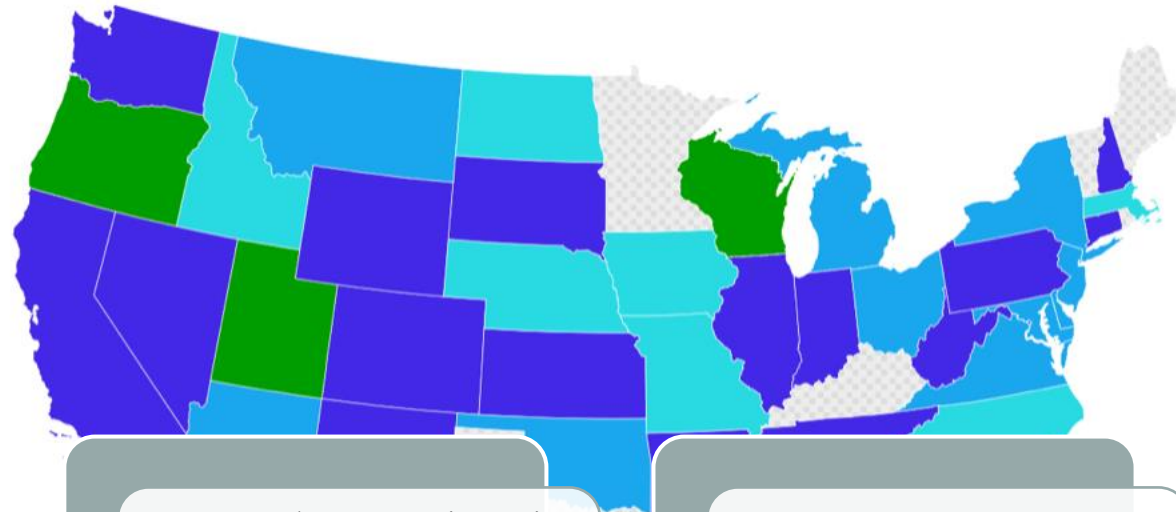
■ Fully Implemented ■ Policy Under Development ■ Implementation Under Way ■ No Discussion



Source: [National Center for Children in Poverty](#).

There are 29 states across the country that report having an expulsion and suspension policy in early care and education settings.

■ Fully Implemented ■ Policy Under Development ■ Implementation Under Way ■ No Discussion



Ian Mackey, our Missouri State Representative has filed a version of bill ending preschool through 3rd grade suspensions every session since 2019 but it's never received a committee hearing.

He has pre-filed legislation (HB 120) this session with bi-partisan support but once again a hearing has not been scheduled.

Source: [National Center for Children in Poverty](#)

**Community Equity Commission
Recommendation to the Honorable Mayor and Board of Aldermen
For Clayton to Make Downtown Signs Bilingual**

The CEC unanimously believes that updating Clayton directional/landmark signs to be offered in languages other than English would significantly change the message we send as a community and would help visitors perceive Clayton as a more welcoming and inclusive community. It is recommended that if and when existing signs are replaced/updated, the new signs appear in English as well as Spanish and possibly Chinese (Mandarin).

1. Per Census data encapsulating 2017-2021, 7.6% (and increasing year over year) of St. Louis County residents are foreign-born and 9.5% of households speak a language other than English in the home.
2. Per additional data from the Census, the most commonly spoken languages outside of English in the Greater St. Louis region (purpose of their study includes the city, county, St. Charles and Farmington) are: Spanish, Chinese (including Mandarin and Cantonese), and Serbo-Croatian.
3. Per data from St. Louis City, the most commonly spoken languages outside of English are: Spanish, Farsi, Vietnamese, Bosnian, French, and Pashto + Dari.
4. The Clayton School District serves many families who speak languages other than English but only tracks those which receive Language Services. A little over 4% of the student body currently receives language services and these students encompass 26 languages. The most commonly spoken languages for students receiving language services through the school district are Chinese or Mandarin (25%) and Spanish (11%).
5. Bilingual signs are good for business: By showing non-English speaking customers you go out of your way to make them feel comfortable, you increase the likelihood they will recommend your business to their community. This follows for the city of Clayton. Ensuring visitors and residents can easily understand what resources are available, where to go, and how to get there is a way to welcome visitors to our city. The more welcoming we are, the more people patronize our businesses.
6. Clayton is home to resources and infrastructure heavily utilized county-wide. By being more inclusive to those visiting government buildings, passing through on public transit, and even visiting relatives in the County Jail, we become a more welcoming and usable city. It should be noted that many cities and towns along US borders and in large urban centers are already multi or bilingual.
7. Per Matt Malick, Director of Public Services, the signs were most recently replaced in 2016-2017. Back then, each sign blade was \$464 and each hub that holds each blade was \$337. He suspects prices to be approximately 20% higher now due to inflation.
8. Per Matt Malick, the total project in 2016 to replace all signs cost around \$312,000. There were higher bids at that time and he suspects pricing to have increased since then. It is important to note that not all signs would necessarily need to be replaced (ie: Parking signs with just a P). Signs that should change if and when updated would be: Direction Kiosks, Pedestrian and Vehicular Directional Signs, and Identification/Welcome Signs.