



JANUARY 1, 2021

CLAYTON COMMUNITY EQUITY
COMMISSION
2020 ANNUAL REPORT



Overview

The Clayton Community Equity Commission was established by Bill No. 6759 to provide the Mayor and Board of Aldermen with an additional resource as well as special insight and guidance on matters of equity, diversity, and inclusion. CEC held its first meeting (face-to-face) on March 9, 2020 at the Clayton Municipal Court Room, 10, S. Brentwood Blvd, Clayton, MO 63105.

COVID hit but without ceasing CEC went virtual for all other meetings in 2020. Additionally, not letting COVID get in the way of this highly motivated diverse team of committed civil rights advocates met one-on-one and in small groups and in subcommittees getting to know each other and strategizing and developing plans to achieve their duties and responsibilities.

It should be noted that during the CEC forming, there was an ongoing wave of protest because of systemic racism towards black people which was partly facilitated by the nationwide Black Live Matter movement. Then after the killing of George Floyd by Minneapolis police officers on May 25, 2020, civil unrest broke out and quickly spread nationwide touching Clayton and the surrounding St Louis areas. These incidents prompted and steered CEC to immediately change course to ensure the Clayton did not have such issues as discrimination in criminal justice, employment, housing, health care and education among other issues. In this **first** annual report, you will find that CEC boldly attacked these issues within the scope of their roles and duties listed below:

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.

2020 was a successful year for CEC working on behalf of the Clayton community towards promoting equity, diversity, and inclusion as reflected in this report.

Accomplishments

- **Developed a web presence:** A web presence was essential to: (1) provide transparency, (2) aid in educating and developing culturally intelligent citizens and (3) provide easy access to all CEC information. (Example: 260 views in a 42-day period)
- **Researched and Developed Heritage Calendar:** Researched, developed, and implemented a heritage calendar for the purpose of providing cultural awareness and appreciation and in celebration of people who have struggled for equality and inclusion. This calendar recognizes those month-long observance designated by Presidential proclamation and Executive Order.
- **Implemented Reflection Tradition:** Established a tradition where from time-to-time CEC would have an appropriate reflection to consciously give consideration and appreciation for individuals who greatly contributed to equity and inclusion. These reflections also help keep CEC members to stay motivated and uplifted to take the actions to bring about positive change in equity, diversity, and inclusion. (Example of individuals recognized: John Lewis, CT Vivian, Ruth Bader Ginsburg, Herman J. Geiger, and Dr King)

- **Law Enforcement Study Policy and Recommendation:** CEC extensively studied law enforcement areas focusing on inherent bias. The study consisted of eight areas. (Examples: Mutual Aid Agreement, Suspicious Calls, Use of Force, Traffic Stops, Municipal Court, Body Cameras, Fire department and Resource Officers)
- **Suspicious Call Communication Plan:** Purpose to curb unwanted suspicious person calls, building awareness and empathy among the Clayton community. The plan consisted of multiple channels and messaging, with the goal of reducing unwanted suspicious calls over a 12-month period. (Example: The data showed there is consistent racial disparity in the calls with African Americans 50% more likely to be the subject described)
- **Mission Statement Revision Recommendation:** Requested that the words “diverse”, “inclusive” and “equitable” be inserted into the City’s mission statement.
- **Mayor’s Commemorative Landscape Task Force:** CEC is a partner with the task force to address community concerns that some commemorative landscape items glorify racist or oppressive ideals. The work of the task force is pro-active in that there has been many demonstrations and the public backlash has widened for the removal of confederate monuments, institutional symbols, including place names, namesakes, and brands. (Examples of Removals: Robert E. Lee monument in Charlottesville, VA and New Orleans and the Confederate Monument in St Louis)
- **CEC Survey:** Valuing the input of Clayton citizens a survey was developed and posted to accomplish a two-fold goal: (1) To gather in-depth insights on what improvements, if any, can be made to improve equity, diversity, and inclusion for the Clayton community (2) To request input for the revision to Clayton’s mission statement. (Example: 60 responded to Mission Statement changes with 86.67% agree, 6.6% Neutral and 6.67% disagree)

- **Public Comments Assessment:** CEC tracked and assessed public comments to diagnose current thinking of the community while using information in developing future strategic actions coupled with feedback comments from CEC survey. (Example: Over 10-month period 14 public comments were provided and 30 comments in the survey)
- **Neighborhood Indentures Review:** Requested Clayton communities review their indentures and make changes if they have restrictions which violate Missouri housing practices.
- **Hosted Educational Presentations:** Hosted six educational sessions provided by subject matter experts to (1) deepen CEC's and the community cultural self-awareness and (2) increase knowledge and understanding on areas CEC would study related to equity, diversity, and inclusion. (Examples: History of the Region, History of Clayton, Law Enforcement, Best practice of Tacoma and Madison, Basic Diversity terms and Housing)
- **Attended and Participated in local diversity events:** CEC has participated and attended events, celebrations, seminars provided from external organizations. (Example: Webster University, History Museum diversity events)

Summary

As reported by Major Cities Chief Association Report (October 2020), in 2020 there was an unprecedented wave of protests and civil unrest that flowed across the U.S. and Canada. In total, there were 8,700 protests that took place in most major cities between May 25th and July 31st, 2020. While most of these protests were peaceful, a large portion did include non-violent acts of civil disobedience such as the takeover of a roadway or disruption of commerce. Not exempt, civil unrest hit home with St Louis experiencing a significant amount. CEC believes protest will continue as long as there is widespread systemic racism, but CEC has hope that change can and will occur. On January 20, 2021, the U.S. has a new President who has committed to heal the wounded and divided nation.

CEC welcome this new focus and locally will continue to carry out its duties and responsibilities to help make the Clayton community a role model city for equity, diversity, and inclusion.

Note: For additional information related to this report please go to:

www.claytonmo.gov/government/boards-and-commissions/community-equity-commission