

CLAYTON  
COMMUNITY EQUITY COMMISSION

2021 ANNUAL REPORT

## **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.

Alderswoman Joanne Boulton, Alderswoman 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