

1. 11/6/2017 Meeting Minutes

Documents:

[DITF DRAFT MINUTES NOV 6, 2017.PDF](#)

2. 7:00 P.M. Diversity & Inclusion Task Force Agenda

Documents:

[DITF AGENDA 1-8-18.PDF](#)

3. Ordinance Recommendation To City Council

**AN ORDINANCE RESTRUCTURING THE DIVERSITY AND  
INCLUSION TASK FORCE AND AMENDING CHAPTER 12 OF  
THE CODE OF ORDINANCES OF THE CITY OF  
WARRENSBURG, MISSOURI**

Documents:

[DITF ORDINANCE DRAFT WITH 12-3-17 CHANGES.PDF](#)

# Warrensburg Diversity & Inclusion Task Force

## Meeting Minutes

November 6, 2017 - Warrensburg, Missouri

### DRAFT

**Type of Meeting:** Regular Meeting

#### Attendees

- **Voting Members:** Chair Suzy Latare, Morris Collins, Kamel Ghozzi, Collin Mills
  - By Phone: Vice Chair Erica Collins, Amber Clifford-Napoleone
- **Ex Officio members:** Brent Thomas, Robin Allen (City Council Liaison)
- **City Staff:** Matthew Lue, Director of Finance
- **Not in attendance:** Heather Jepsen (voting member), Megan McBride (high school liaison)
- **Public:** Mike Watts

#### I. Call to Order

Chair Suzy Latare called to order the regular meeting of the Diversity and Inclusion Task Force at 7:08 p.m. on November 6, 2017 in the Warrensburg Community Center, Room 3.

#### II. Approval of October 2 minutes

Motion to approve made by Morris Collins, Seconded by Kamel Ghozzi.

#### III. Old Business

A. Discuss and decide about updates to the ordinance:

- a. Terms of members
  - i. Five at large members, not including Chair/Vice Chair
  - ii. Randomize the terms of members: 2 members serving 1 year, 3 members serving 2 years, 2 members serving 3 years.
  - iii. Members may serve two consecutive terms. No specific language on total number of terms. Each member must sit out one year between consecutive terms before rejoining.
  - iv. New members will serve for three years. (Change to the ordinance)
  - v. Chair and Vice Chair voted on by body every year with the stipulation that they must have served at least one year.
- b. Update wording re: diversity of membership
  - i. Update to "...broadly representative of the diversity of the people in the community of Warrensburg."
- c. Motion to approve made by Amber Clifford-Napoleone, seconded by Morris Collins.

B. Confirm name of group and number of members

- a. Diversity and Inclusion Commission

- b. Seven voting members (we are still seeking a representative from the senior and/or disability community)

**IV. Next Meetings Tasks**

- A. Discuss and decide terms for current members
- B. Review member applications

**V. Adjournment**

Suzy Latare adjourned the meeting at 8:04 p.m.

Minutes submitted by: Collin Mills and Suzy Latare



## ***Diversity & Inclusion Task Force Agenda***

January 8, 2018 - 7:00 PM

Warrensburg Community Center, Room 3

Type of Meeting: Regular Meeting

Invitees:

- Voting members: Chair Suzy Latare, Vice Chair Erica Collins, Morris Collins, Kamel Ghozzi, Heather Jepsen, Amber Clifford-Napoleone
- Ex Officio members: Brent Thomas, Robin Allen (City Council Liaison), Collin Mills, Megan McBride
- City Staff: Matthew Lue, Director of Finance

- I. Call to order
- II. Approval of minutes from last meeting
- III. Old Business
  - A. Discuss and decide for recommendation to City Council:
    1. Inclusion of sexual orientation, gender identity, and gender presentation in Section 12-26 of the ordinance
  - B. Discuss and decide about terms for current members
  - C. Additional voting member
- IV. New Business
  - A. Education and outreach opportunities
  - B. Other issues brought by DITF members
  - C. Other issues brought by the public
- V. Items for next meeting: February 5, 2018
- VI. Adjournment

BILL NO. \_\_\_\_\_

ORDINANCE NO. \_\_\_\_\_

**AN ORDINANCE RESTRUCTURING THE DIVERSITY AND INCLUSION TASK FORCE AND AMENDING CHAPTER 12 OF THE CODE OF ORDINANCES OF THE CITY OF WARRENSBURG, MISSOURI**

**WHEREAS**, changes in state law have provided professional handling of discrimination investigations by administrative agencies equipped to oversee these cases, and

**WHEREAS**, a volunteer board of the City of Warrensburg may help provide education and outreach to foster anti-discrimination within the community,

**NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WARRENSBURG AS FOLLOWS:**

Section 1. That Division 2 of Article II of Chapter 12 is hereby amended to read as follows:

Sec. 12-26. Established, purposes.

The Diversity and Inclusion Commission shall examine the community and provide feedback that will help foster mutual understanding and respect among all members of the City. The Commission will work through education and outreach to discourage prejudice and discrimination against any person, group, or any other status protected by law on account of race, creed, color; religion, national origin, ancestry, sex, sexual orientation, gender identity, gender presentation, or disability. For complaints of discrimination in housing, employment, and places of public accommodations based on race, color, religion, national origin, ancestry, sex, disability, age (in employment only), and familial status (in housing only), the Commission shall accept and refer these cases to the Missouri Human Rights Commission.

Sec. 12-27. Composition; terms; appointments.

The Diversity and Inclusion Commission shall consist of seven (7) members broadly representative of the diversity of the people in the community of Warrensburg. Four (4) members will serve as ex-officio (non-voting) members of the Commission and must represent local armed forces, commercial, industrial, and/or educational segments of the community. One (1) of the City Council members will be appointed to serve as an additional ex-officio member of the Commission. Members of the Commission shall be appointed by the mayor with the approval of the City Council. The term of appointment shall be for three (3) years. No individual shall serve more than two (2) full consecutive terms on the Commission, and must sit out one (1) year before serving again. Voting for the chair and vice chair will happen every year. The chair must have served on the Commission for at least one year before being elected chair.

Sec. 12-28. Meetings; organization; quorum; compensation.

The Diversity and Inclusion Commission shall meet at least four (4) times a year, and shall elect a chair who shall be the presiding officer at such meeting. In the absence of the chair, the duly elected vice-chair shall have the power to preside. The vice-chair shall also keep minutes of each meeting. **Four (4) voting members shall constitute as a quorum at a meeting.** All members of the Commission shall serve without compensation for their services.

Sec. 12-29. Powers and Duties.

The powers and duties of the Diversity and Inclusion Commission shall be to:

- a) Foster, through community effort or otherwise, goodwill, cooperation and conciliation among community groups and elements of the inhabitants of the City;
- b) Formulate and carry out educational programs that will aid in discouraging all types of prejudice and discrimination;
- c) Support educational campaigns and programs devoted to eliminating group tensions, prejudices, intolerance, bigotry, and discrimination;
- d) Recommend programs, policies, and procedures to the City Council which will protect against discrimination, promote the health, safety, and welfare of community members.

Section 3. The provisions of this ordinance are intended to be incorporated into the Code of Ordinances of the City of Warrensburg, Missouri.

Section 4. This ordinance shall become effective immediately upon its passage.

Read two times and passed in open session this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

Bryan Jacobs, Mayor

ATTEST:

Cindy Gabel, City Clerk