



City Council Workshop – Diversity, Equity, and Inclusion

Monday, October 19, 2020 @ 5:30 p.m.

Meeting Via Electronic Access Due to Health Pandemic

Public login:

<https://us02web.zoom.us/j/87409757001?pwd=enVZSDEyaWVxTDhvTzdaQVpFK1owQT09>

- I. Opportunities for City Council Training
 - a. YMCA Equity Innovation Center
 - b. Government Alliance on Race Equity (GARE)
 - c. Other Diversity Trainers

- II. Implementation / Action Items
 - a. Visibility
 - b. Task Force
 - c. Communication and Transparency

**Hastings, Minnesota
City Council Workshop
August 3, 2020**

The City Council of the City of Hastings, Minnesota met in a workshop on Monday, August 3, 2020 at 5:30 p.m. via Zoom virtual meeting

Members Present: Mayor Fasbender, Councilmembers Balsanek, Braucks, Leifeld, Lund, Folch, Vaughan

Staff Present: City Administrator Dan Wietecha
Administrative Services Director Julie Flaten

Others Present: Derrick Yaeger, YMCA
Scott Peterson, YMCA

Mayor Fasbender called the workshop to order at 5:33 p.m.

Wietecha provided a history of THRIVE and request by Councilmembers to hold workshop on this topic.

Scott Peterson and Derrick Yaeger of the YMCA provided a presentation on the evolution of the diversity, equity, and inclusion initiative, Equity Progress Curve, effective leadership, culture, root causes and development of leaders training opportunities offered through the YMCA and associated costs. Yaeger suggested leadership training should begin at the City Councilmember level and work through the organization. The training would involve multiple sessions with the goal of the City transforming workplace culture and embracing a culture of agility to support equitable outcomes.

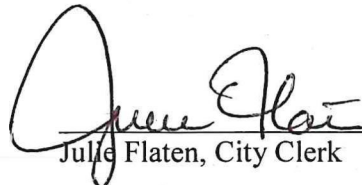
Council discussion on who should attend potential training, where has this been successful, most effective use of City resources, developing action steps to move City forward, revisit the CORE values of the City, and next steps. The Mayor provided her perspective on recent events and requests for statements.

ADJOURNMENT

Motion to adjourn by Councilmember Folch, seconded by Councilmember Leifeld at 7:00 p.m.



Mary D. Fasbender, Mayor



Julie Flaten, City Clerk



City Council Memorandum

To: Mayor Fasbender & City Councilmembers
From: City Administrator Dan Wietecha
Date: October 19, 2020
Item: Diversity, Equity, and Inclusion

On August 3, the City Council held a workshop on Diversity, Equity, and Inclusion (DEI). Much of the workshop focused on a proposal by the YMCA to build on earlier work the City had done in helping to start THRIVE. At the end of the workshop, the City Council felt that it needed additional time to discuss this important topic.

The YMCA proposal discussed the need to understand ourselves before changing policies or practices. Similarly, many facilitators or approaches to DEI also recommend a foundation of self and social awareness as prerequisite to any initiatives.

Although the August workshop focused on the YMCA proposal. The City Council has several alternatives it might consider for trainings or facilitators:

YMCA – This proposal seeks to lay the foundation for City officials to enable a conscious effort to foster an equitable workplace culture. It would offer a Transforming Workplace Culture curriculum of 8 two-hour classes for City leadership and an Equity Leader Institute curriculum of 8 two-hour classes for supervisory and frontline staff. These classes are based on the YMCA's Equity Leadership Institute that THRIVE has utilized, but streamlined and customized specifically for municipal government. It is anticipated that 8 to 10 people would attend. Classes may be either virtual or in-person. The program has been subsidized by a grant, reducing the price to \$495 per person.

LMC/GARE – The League of Minnesota Cities with Government Alliance on Race Equity are reportedly planning a three-part virtual training for the foundational content (normalizing conversations about race, history of race in America, terminology, bias) for sometime late this fall. Information was expected in mid September, but apparently they are still working out details.

Since 2014, LMC has also coordinated cohorts of several cities to go through a facilitated GARE training. The cohort program typically includes 6 to 10 people (elected officials and staff). The curriculum teaches a racial equity framework to build organizational capacity for implementing racial equity tools. Over the course of a year, the program is 56 hours. At this time, plans for an upcoming cohort are on hold. Membership in GARE is \$1,000 with the training additional \$5,000.

Other Trainers – There are literally dozens of facilitators and other programs available locally and online, many more than just the ones listed in the attachment. Although I know some that are working with other cities, I believe some criteria should be identified before trying to narrow this list to any specific recommendations.

DIY – I do not recommend, but there are cities taking a “do it yourself approach utilizing frameworks and toolkits from the Michigan Department of Civil Rights, GARE, or other sources.

Financial Impact:

Dependent on decision by City Council

Committee Discussion:

Not Applicable

Attachments:

- Minutes from City Council Workshop (August 3, 2020)
- Joint Resolution of City of Hastings and Hastings Public Schools (April 2018)
- YMCA “Building a Foundation” proposal (July 2020)
- YMCA “City of Hastings Leadership” presentation (August 2020)
- LMC “GARE Program” email (July 2020)
- GARE “Advancing Racial Equity” (undated)
- LMC “Diversity Trainers” (January 2019)



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FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY



CITY OF HASTINGS LEADERSHIP

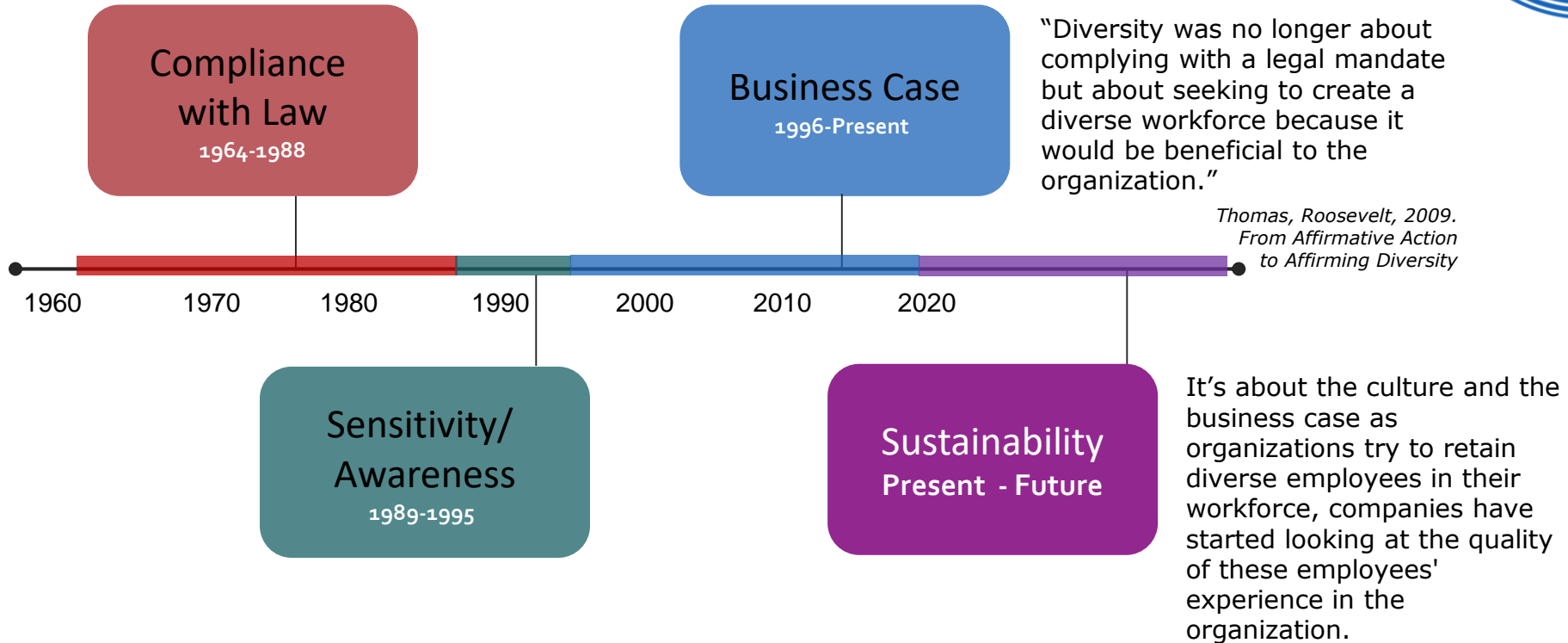


WHAT IS THE EQUITY INNOVATION CENTER?

- Hub for bringing together diverse stakeholders from all sectors to develop a common understanding of and design solutions to challenges related to diversity, equity and inclusion.
- It is a center of excellence to “learn, practice and share”.
- We recognize that everyone is in a different place on their equity journey.



EVOLUTION OF DIVERSITY & INCLUSION



MINNESOTA: THE NEXT 10 YEARS

Tipping Points: Year When Age Group Becomes “Minority White”



Note: Year indicates first year when the size of the age group's white population is superseded by that of the age group's non-white population.

Source: William H. Frey analysis of the 2014 U.S. Census Bureau Projections

CITY GOVERNMENT

RESIDENTS

VISITORS

BUSINESS

I WANT TO...

▶ Water Advisory Event Recap

City Forms

City Newsle

▶ Cre

WHAT IS
NEXT?

▶ Loc

▶ Public

▶ Recycling & Garbage Services

Diversity, Inclusion, and Equity in Hastings

Beginning in November of 2016, a group of community leaders and citizens, including representatives from the City and the school district, have been engaged in dialog to understand the state of diversity, equity, and inclusion in Hastings. Periodic discussions presented ever growing and changing statistics, a broadening understanding of diversity, and conversations with a variety of residents to understand personal experiences, concerns, needs, and aspirations for the Hastings community.

Community leaders are now working to expand the conversation and facilitate community-wide learning opportunities in order to embrace cultural differences and commonalities throughout the city. A [partnership with the YMCA Equity Innovation Center](#) has been approved for funding and will begin work in September 2018.

[Visit the registrations page](#) to sign up to receive updates on new learning opportunities, events, and general updates from the Initiative.

EQUITY PROGRESS CURVE



Recognize current realities and mental models that mask disparate organizational experiences



Develop a new narrative with values and beliefs that are necessary for transforming the culture



Demonstrate change occurring by actively removing barriers that directly impact equity, inclusion, and workplace culture



Reinforce and communicate the vision, how it is resourced, and how it is embedded in the organization's actions.

EFFECTIVE LEADERSHIP

- Authentic learning from diverse cultures
- Having empathy for others
- Being sensitive enough to notice cultural differences and willing to modify (not assimilate) behaviors

THE ULTIMATE GOAL

Increase conscious efforts for transforming workplace culture where all are thriving, decision making structures are equitable, and organizations are high performing and culturally agile.

RECOGNIZING CULTURE

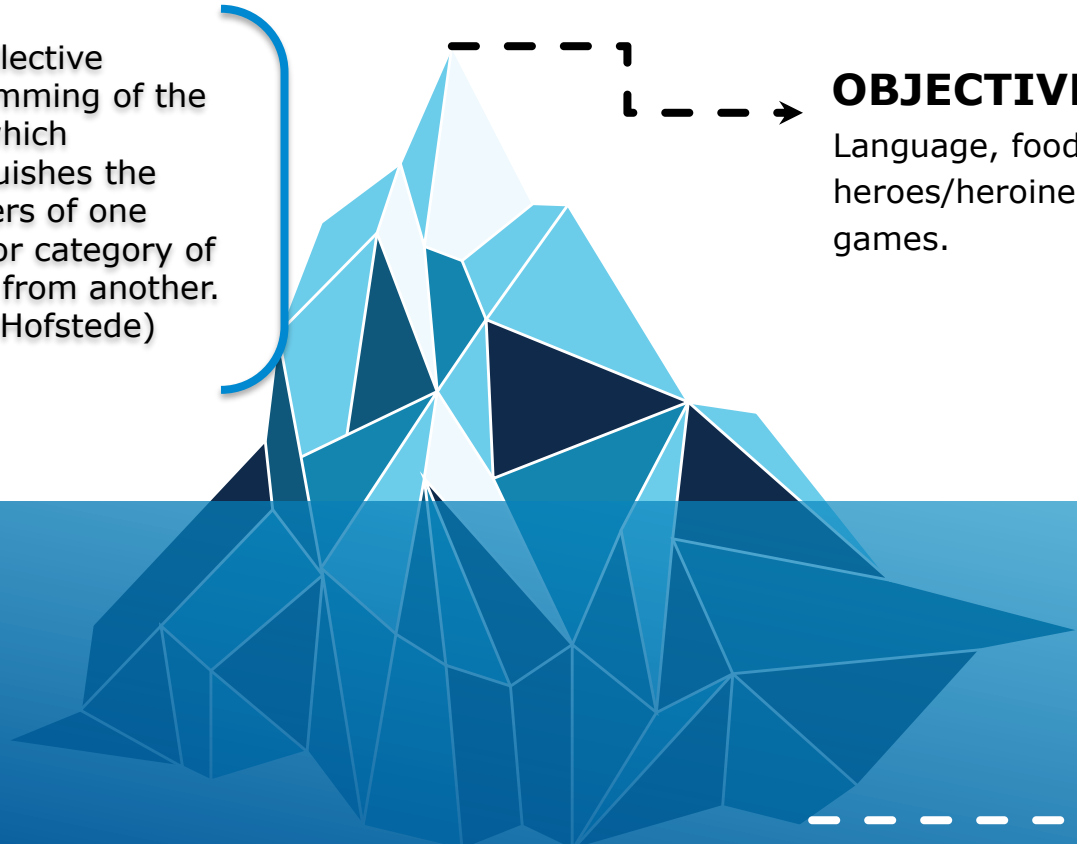
The collective programming of the mind which distinguishes the members of one group or category of people from another. (Geert Hofstede)

OBJECTIVE CULTURAL MARKERS

Language, food, attire, customs, dance, heroes/heroines, art and music, sports and games.

SUBJECTIVE CULTURAL MARKERS

Roles, Myths, Values, Expressions, Beliefs, Social Expectations



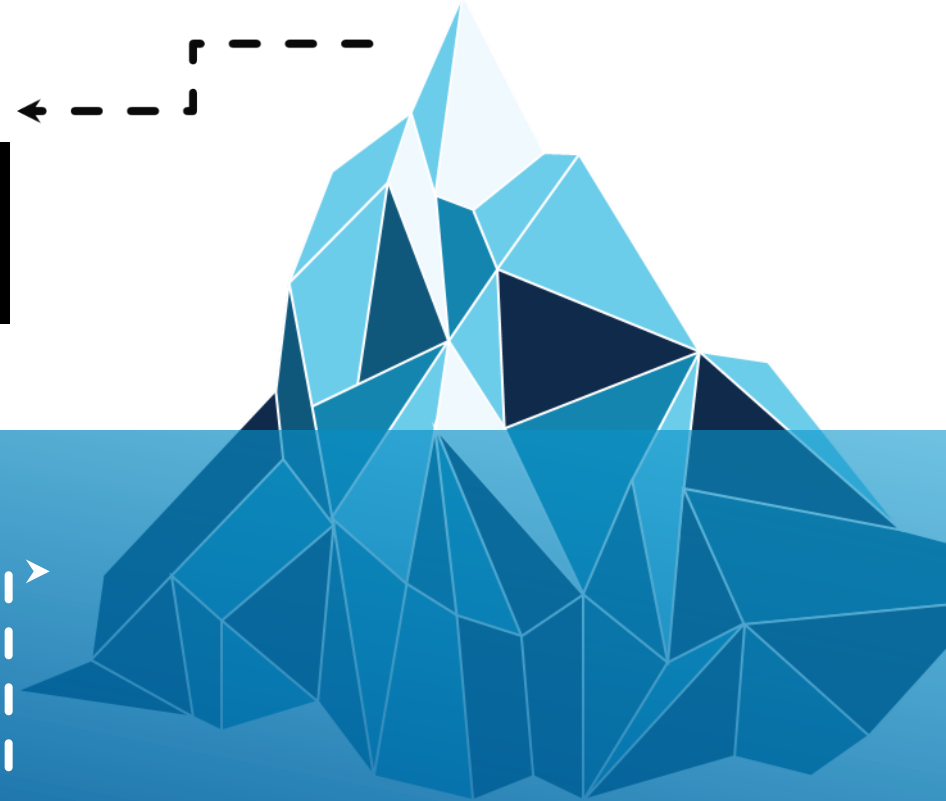
WHAT WE MEAN BY WORKPLACE CULTURE

OBJECTIVE CULTURAL MARKERS ← - - -

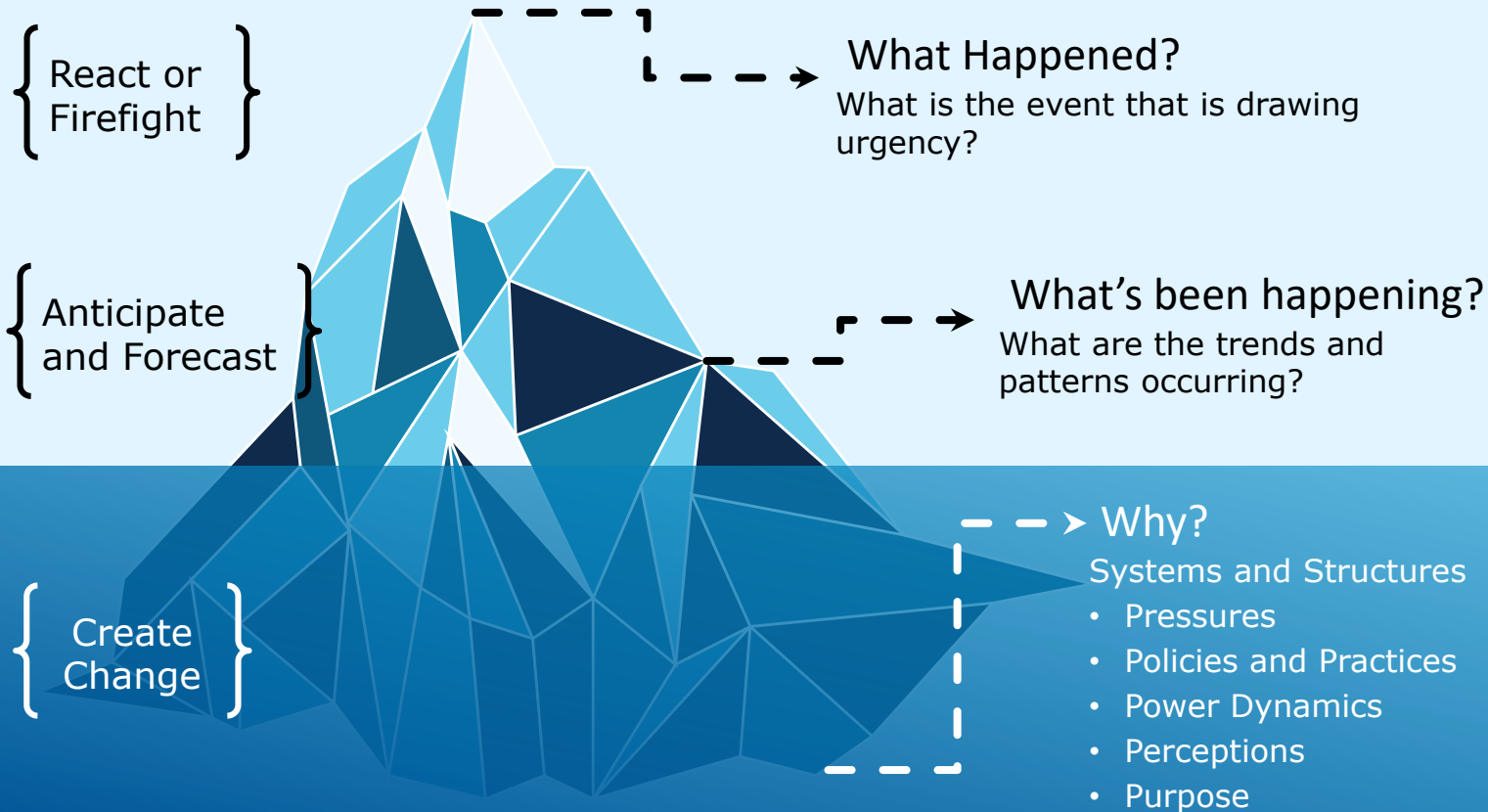
“the way we get things done”

**SUBJECTIVE
CULTURAL MARKERS**

“the way we *really* get things done”



UNDERSTANDING ROOT CAUSES



DEVELOPING LEADERS

Phase I – Learning Experiences

Developing leaders to recognize the importance of culture of agility and the steps for creating a thriving culture for all.

- Navigating the current realities
- Understanding identity and culture
- Intercultural Leadership
- The Equity Progress Curve
- Systems Change Roadmap
- Understanding Implicit Bias and Structural Racism
- Culture and Anti-Racism
- Equity Innovation Center Experience





KEYS FOR SUCCESS ON THE ROAD



Listen



Learn



Engage and Connect



Be accountable for
inclusive actions

PROPOSAL DISCUSSION



Building a Foundation

Proposal for the City of Hastings, MN

[draft/discussion copy]

July 27, 2020

July 27, 2020

Dear Dan Wietecha,

In order to fully realize a vision for diversity, equity and inclusion (DEI), leadership must establish a culture along with policies and procedures that support an organization's commitment for DEI and provide a framework that meets the organizational vision of having a safe, welcoming and inclusive organization where all of the leadership and team members feel valued. The challenge for any organization is to make the necessary system changes for equity being essential and foundational for the success of the City of Hastings.

Effective leadership requires authentic learning from diverse cultures, having empathy for others, being sensitive enough to notice cultural differences and willing to modify (not assimilate) behaviors as a true indication of respect for others. The ultimate goal is for the City of Hastings to create and maintain a cultural of agility; a workplace environment that successfully functions cross-culturally and multiculturally.

We feel the most effective approach for working with the City of Hastings the creation of learning experiences that increase self-awareness and knowledge (head) and transforming the heart, which leads to sustainable actions necessary for developing an equity framework.

The learning experiences we are offering are virtual online learning sessions designed for organizations that are pivoting to new realities as they continue to serve their respective customers and community. We will customize the learning sessions for the City of Hastings. The summary details (attached) outline intentional foundation learning and engagement in meaningful dialogue that addresses new norms of workplace culture.

The overview outlines our recommendations for your consideration. We can discuss timing and span of the opportunities presented. We look forward to working with you

Sincerely,

Derrick Jaeger

Scott Peterson

YMCA Equity Innovation Center

Overview

Purpose:

1. To create customized experiences that evoke awareness and increase cultural knowledge and adaptability.
2. To generate experiences that lead to a deeper understanding of self and others.
3. Increase intercultural knowledge, awareness and adaptability for leading in a global society.

Objectives:

1. Participants will increase their awareness to diversity, equity, and inclusion.
2. Participants will increase their intercultural competence amongst team members.
3. Participants will learn strategies to engage effectively with an equity lens.

Outcomes

1. The City of Hastings will embrace a culture of agility to support equitable outcomes.
2. The City of Hastings workplace culture will be transformed.
3. Participants will engage in courageous conversations, life-altering and visceral experiences.

Our work is grounded in DEI principles and best practices to include:

- Creating effective strategies grounded in cultural knowledge and wisdom.
- Creating workplace culture that is inclusive for "ALL."
- Creating workforces that are culturally agile; promoting workplace culture that supports equity and inclusion.

PROPOSED LIST OF OFFERINGS:

For Organizational Leaders - Transforming Workplace/Community Culture ((TWC) 8 – 2hour sessions:* TWC focuses on developing leaders to recognize the importance of culture of agility and the steps for creating a thriving culture for all. Topics include: Navigating the current realities, Understanding culture, Intercultural Leadership, The Equity Progress Curve, Systems Change Roadmap, Understanding Implicit Bias and Structural Racism, Culture and Anti-Racism, and Equity Innovation Center Experience.

- Intended audience: Leadership Team and/or key leaders at the city

For Frontline leaders – Equity Leader Institute (ELI) 8 -2 hour sessions: Challenging leaders to reassess mental models and lead with a lens of equity and inclusion. Topics include Transforming Culture, Developing Cultural Agility, Understanding Identity and Diversity, Understanding Diversity and Cultural Norms, Implicit Bias, Microaggressions, Allyship, and the Equity Innovation Center Experience

- Intended audience: Supervisors, team leaders, non-supervisory staff

The series includes the Intercultural Development Inventory (IDI) for all participants. The IDI is the premier cross-cultural assessment of intercultural competence that is used by thousands of individuals and organizations to build intercultural competence/agility to achieve diversity and inclusion goals and outcomes. The IDI assessment includes a group feedback session that occurs in each of the series listed above and a 1:1 session for each person that takes the assessment. Their individual results cannot be given to them without the 1:1 session.

*Note: The series can be conducted virtually or in-person following city COVID-19 guidelines and at the best time for maximum participation. Sessions may be held twice a week, or bimonthly. At minimum we recommend bimonthly participation.

Phase Two:

Debrief and assessment of phase one and next steps discussion- Now that the learning series is completed further discussion on the identified strategies for socialization and next steps for the City of Hastings.

ASSOCIATED FEES

Phase 1 – \$495 per person delivered virtually

Phase 2 –no charge

AUTHORIZATION

By signing below, I, _____, agree to the proposed Diversity, Equity, and Inclusion program offerings as described above by the YMCA of the North, Equity Innovation Center. I further agree that the content and components may be modified based on the needs of the participants.

Signature

Date

Printed Name and Title



Diversity Trainers

This list has been compiled by the League of Minnesota Cities. Last Updated: 1/2019	
Andre Koen 651-998-9376 http://www.andrekoen.com/	Barbara Raye Center for Policy, Planning, and Performance 2233 University Av W, Suite 300 St Paul, MN 55114 612-874-0535
Ellen (Ellie) Krug Human Inspiration Works, LLC 319.360.1692 elliekrug@humaniworks.com www.humaninspirationworks.com	Fran Sepler Sepler & Associates 1185 Town Centre Drive, Suite 215 Eagan, MN 55122 Phone: 651-681-1821 Fax: 651-681-1877
Henry Lee 763-541-9325	Jessica Gail, Associate Regional Director Anti-Defamation League Greater Chicago Upper Midwest Regional Office 120 South LaSalle, Suite 1150 Chicago IL 312-533-3922 jgail@adl.org
Jim V. Gambone Points of View 1360 N Arm Orono, MN 55364 952-472-3379	Karen DeYoung DeYoung Consulting Services 6800 France Avenue South, Suite 120 Edina, MN 55435 Phone: 952-920-1499 Fax: 952-922-8776
Marsha McKinnie Davis Impact Consulting 19 South 1st Street., Ste. B2 Minneapolis, MN 55401 612-333-7028	Matt Schramm KnowledgeStart - "The leader in online Diversity & Inclusion training" mschramm@knowledgestart.com http://www.knowledgestart.com Phone: 610-650.0448 ext 121 Cell: 484-524-2254

<p>Medica Optum EAP for cities that use Medica</p>	<p>Patric S. Herndon, President Herndon & Associates 4361 Orion Lane Eagan, MN 55123 651-338-5462</p>
<p>Sara Taylor 10405 Fox Run Road Woodbury, MN 55129 651-436-8555 Email: sara@deepseeconsulting.com Website: deepseeconsulting.com</p>	<p>Southeastern MN Center for Independent Living, Inc. (SEMCIL) 2200 Second Street SW Rochester, MN 55902 semcil@semcil.org Phone: 507-285-1815 Toll Free: 888-460-1815</p>
<p>Sue Gehrz Intergenerating Resources 2285 Folwell Ave St. Paul, MN 55108 sgehrz@sprynet.com Phone: 651-641-1229 Fax: 651-646-4347</p>	

Dan Wietecha

From: Walker, Rachel <RWalker@lmc.org>
Sent: Wednesday, July 8, 2020 2:03 PM
To: Dan Wietecha
Subject: RE: GARE Program
Attachments: MN new cohort, 2016 FINAL.docx; 2019-DiversityTrainers.docx; RE resources 2020.docx

Hi Dan,

Thanks for reaching out!

We partnered with GARE, the Government Alliance on Race Equity, to host the cohort training. GARE is currently considering a late 2020 cohort here in MN but they have not made a final decision yet. The GARE training as you have probably seen is geared towards normalizing conversations about race—understanding terminology, understanding the history of race, and why race matters. It also provides local governments with tools and skills to build race equity into their processes and policies. Membership in GARE is \$1000 for a year. As part of membership, you get training, access to the member network and technical support.

GARE is also working through issues to be able to offer virtual version of their foundational workshop on race equity. That workshop is part of the cohort program but is also something that cities can do separately. It is 4 hours when in person and goes through terminology, history of race and racism, and explores the kinds of bias.

The cohort program asks that cities send a team of 6-10 people. GARE suggests having broad representation by department and by role and to try to include elected officials if possible as well as people of color. Typically, the groups come together once a month for half day or full day events. I have attached a sample curriculum. I will say that there has been some mixed reaction among cities to the current GARE model. It is very staff and time intensive. They are aware of that feedback and are looking for ways to adjust. Also, the League has appointed a race equity council to look at other models for local governments doing race equity work. GARE is just one out there. We are early in that work. One resource we have now is a list of consultants/trainers that do work with cities on bias, diversity and inclusion and race equity overall. I have attached that too.

The first steps are really to start conversations, to reach out to communities of color in the city and engage them in dialogue about their experiences, but also to have internal conversations among city leaders and staff. The final attachment is a long list of materials including films and books that can be the foundation for getting those conversations started.

Rachel

Rachel Walker | Manager, Policy Analysis

Phone: (651) 281-1236 |
rwalker@lmc.org |

League of Minnesota Cities | 145 University Ave. West | St. Paul, MN 55103
www.lmc.org | [Facebook](#) | [Twitter](#) | [Podcast](#)

From: Dan Wietecha <DWietecha@hastingsmn.gov>
Sent: Wednesday, July 8, 2020 1:39 PM
To: Walker, Rachel <RWalker@lmc.org>
Subject: GARE Program

Rachel-

I have a few questions about the GARE program:

- Is LMC going to have another cohort coming up?
- Is there a summary overview of the program’s “curriculum”?
- If Hastings were interested in participating in a cohort, how many people would we have attend, are any particular positions recommended, what’s the time commitment, what’s the cost, etc?

Thanks much.

-Dan

Dan Wietecha

City Administrator

City of Hastings | City Hall | 101 4th Street East | Hastings, MN 55033

Direct: 651-480-2326 | Fax: 651-437-1654



Communication

Optimal Service

Respect for Resources

Enthusiasm



LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY

Advancing Racial Equity: putting theory into action

A learning cohort for local and regional government in Minnesota

[The Government Alliance on Race and Equity](#) (GARE), in partnership with the League of Minnesota Cities, will launch a new cohort of governmental jurisdictions that are systemically focusing on advancing racial equity. Participating jurisdictions will be cities, towns and counties from across Minnesota that make a one-year commitment, as described below. In addition, an elected official track will support the engagement and leadership of elected officials in advancing racial equity. Click [here](#) to register your city or county. Click [here](#) to register for the elected official caucus.

Key components of the cohort will include:

- A curriculum that builds on the existing and growing field of governmental practices to advance racial equity. Technical assistance and academic research from the Government Alliance on Race and Equity, [Haas Institute for a Fair and Inclusive Society](#) and [Center for Social Inclusion](#) will be provided.
- Mentors from similarly situated jurisdictions who have experience with implementation of racial equity initiatives. Mentor connections will take into account: location, size, form of government, demographics and other characteristics. Beyond mentoring, the cohort as a whole will be structured to support peer-to-peer strategizing and problem-solving.
- An “*Advancing Racial Equity*” speaker series that will provide the opportunity to learn and strategize across jurisdictions and with the community. The series will help increase broad understanding of and commitment to the leverage potential of cross-sector, cross-jurisdiction collaboration.

Deliverables for each jurisdiction include:

- A racial equity training curriculum and a set of trained facilitators ready to implement the training,
- A Racial Equity Tool to be used in policy, practice, program and budget decisions,
- Example policies and practices that help advance racial equity, and
- A Racial Equity Action Plan (developed by the jurisdiction’s team with technical assistance from GARE)

The structure will consist of monthly sessions, with a quarterly rotation between 1) skill building and strategy development, 2) an “*Advancing Racial Equity*” speaker series, and 3) peer-to-peer networking and problem solving. This quarterly rotation process will allow three months for implementation of action steps before new topics are introduced.

Each participating site will identify a team of people to participate in the entire series

(recommended size of team is two to six people). Teams should include key governmental leadership and staff firmly committed to advancing racial equity and transforming government, as well as elected officials who will participate in the speaker series. Community based organizations that work with government are also welcomed team members.

An elected official track will include the “*Advancing Racial Equity*” speaker series and two caucus meetings. The pre-identified interests of the elected officials will determine the agenda for these caucuses. Elected officials whose jurisdictions are not participating in the cohort are welcome to register independently.

A general overview of the series is as follows:

January	Core racial equity concepts and train-the-trainer (two days)
February	○ “ <i>Advancing Racial Equity</i> ” speaker series (two hours)
March	○ Report on homework, networking, problem solving and strategizing (two hours) ○ Caucus meeting of elected officials leading on racial equity
April	Developing and implementing structure and leadership for a racial equity initiative, working with the community (one day)
May	○ “ <i>Advancing Racial Equity</i> ” speaker series (two hours)
June	○ Report on homework, networking, problem solving and strategizing (two hours)
July	Using a Racial Equity Tool (one day)
August	○ “ <i>Advancing Racial Equity</i> ” speaker series (two hours)
September	○ Report on homework, networking, problem solving and strategizing (two hours) ○ Caucus meeting of elected officials leading on racial equity
October	Communications and strategic planning (one day)
November	○ Report on homework, networking, problem solving and strategizing (two hours)
December	○ “ <i>Advancing Racial Equity</i> ” speaker series with a special recognition and celebration of completion of first cohort (two hours)

To participate in the cohort, jurisdictions will:

- Commit to send a team of two to six people to the entire series (total commitment of 56 hours per person at cohort events, as described above, plus completion of action steps between sessions)
- Work with GARE and LMC to promote the Advancing Racial Equity speaker series to elected officials, government staff and community partners.
- Training cost – \$5,000 per jurisdiction, plus travel costs. All events will be in Minnesota, with the bulk being in the Twin Cities region. The cost for participation in the elected officials track is \$100.

GARE will

- Manage and implement the overall project, including provision of training, sharing of

curriculum, tools and resources, arrangement of speaker series, communications and outreach, etc.

- Provide the following for all jurisdictions participating in the cohort:
 - Best, promising and next practices. Practices will include racial equity tools, racial equity training curriculum, model policies, and surveys.
 - Cross-cohort learning opportunities, including peer-to-peer exchanges, as well as technical assistance from academic and advocacy experts.
 - Technical assistance on cross-jurisdictional priority areas, such as education, living wage jobs, criminal justice, health, equitable development, public infrastructure, etc.

The League of Minnesota Cities will:

- Assist with recruitment for the series
- Disseminate information to LMC membership and publicity for special events
- Work with GARE to obtain foundation funding

Background

The Government Alliance on Race and Equity is a national network of government working to achieve racial equity and advance opportunities for all. The Alliance uses a three-prong approach:

- 1) Support a cohort of jurisdictions that are at the forefront of work to achieve racial equity.
- 2) Build pathways for new jurisdictions to begin doing racial equity work
- 3) Expand and strengthen local and regional collaborations that are broadly inclusive and focused on achieving racial equity

Across the country, we have seen governmental jurisdictions that are:

- Making a commitment to achieving racial equity,
- Focusing on the power and influence of their own institutions, and
- Working in partnership across sectors and with the community to maximize impact in the community.

Government's proactive work on racial equity has the potential to leverage significant change, setting the stage for the achievement of racial equity in our communities.

The Alliance launched a national cohort of jurisdiction at the forefront of racial equity work in 2014, including four jurisdictions in the Twin Cities area – Minneapolis, Saint Paul, the Minneapolis Park Board and the Metropolitan Council. Supporting a targeted cohort of jurisdictions and providing best practices, tools and resources is helping to build and sustain current efforts and build a national movement for racial equity.

In addition to the four jurisdictions that are a part of the current cohort, additional interest has been expressed by other cities and counties as a result of increasing awareness of the importance of government working on racial equity. The Convening on Racial Equity in August of 2014 and the Minneapolis City Managers Association 2015 Mid-Winter Workshop on Racial Equity coalesced additional interest from cities and counties across the state.

Joint Resolution of the City of Hastings City Council, and the Hastings Public Schools Board of Education

We have gathered on the 29th day of April 2018 to resolve and proclaim our common beliefs, aspirations, and commitments to ensure that Hastings is a safe and caring community for all persons.

Whereas... diversity may be identified based on any factor including, but not limited to ethnicity, race, sexual orientation, religion, language competence, socioeconomic status, physical health, mental health, gender identification, age, cognitive ability, physical ability, cultural affiliation, immigration status, family structure, or employment status.

Whereas... we acknowledge that Hastings enjoys a rich heritage because of the contributions from diverse persons in the past. The population is continually becoming more diverse, and the common understanding of diversity is continually broadening. We know that this diversity will continue to evolve and increase. We accept our obligation to be well informed and ready to meet the needs of our ever-changing population.

Whereas... we appreciate the diverse perspectives, contributions, and talents of all people; and we believe that we are better, stronger, and more resilient collectively because we are diverse.

Whereas... discrimination occurs when any person is treated differently based on their diverse status. We believe that no person should be treated in a negative way because of their diverse status.

Whereas... we will not accept intolerance, discrimination, or harassment toward any person because of their diverse status. We are all weakened when any citizen, student, neighbor, colleague, client, customer, visitor, or community member is degraded.

Whereas... equity enables all persons to participate fully. Equity provides for the fair treatment of all people by intentionally considering barriers to access and working to eliminate the barriers that limit full involvement in our community.

Whereas... equity is provided through individual actions and systemic procedures and practices that ensure access to all of the resources needed for a person to be healthy, connected, and productive.

Whereas... providing equitable access for all requires systemic change and continuously reflective practices in formal organizations.

And, whereas... providing equitable access requires individual persons to consider their own innate biases and question how those biases affect their day-to-day interactions with others.

Therefore... as elected officials, we will systemically defend the rights and privileges of every person to fair treatment and full access.

Therefore... we will consider the disaffected and unempowered people we serve. We will consider the impact of our decisions and represent their needs and perspectives as we work to serve our constituents. We will not accept intolerance, discrimination, or harassment. We will advocate for the people we serve whether they are present or absent as we make decisions.

Therefore... we will continue to monitor and evaluate quantitative and qualitative data that will help us to accurately understand the diversity in Hastings and the experiences of the diverse persons we serve.

Therefore... we will share information regarding diversity and equity with the community through publications, trainings, and educational programs.

And, therefore... be it resolved and proclaimed that Hastings will rise to be a community where all persons will receive fair treatment and full access. In Hastings, "All are Welcome!"