



Work Session Meeting Agenda
2 Park Drive South, Great Falls, MT
Virtual Meeting by Zoom
November 17, 2020
5:30 PM

Due to the COVID-19 health concerns, the format of the City Commission meeting will be held in a virtual video-conferencing environment. City Commission members and City staff will attend the meeting via a remote location, using a virtual meeting method.

In order to honor the Right of Participation and the Right to Know (Article II, Sections 8 and 9 of the Montana Constitution), modifications have also been made for public participation. Public participation is welcome in the following ways:

- To register to attend the virtual meeting utilizing Zoom Webinar or to participate by phone. Attendees must register in advance for the Commission Meeting:
https://us02web.zoom.us/webinar/register/WN_EIY5nAs7TWSaTSPLxxAE6w

After registering, you will receive a confirmation email containing information about joining the webinar by Zoom or phone.

- Attend in person. **The City will be following the Current Governor’s Directives and the Public Health Officer Orders regarding public meetings conducted by, staffed by or held in the facilities of the city.** Masks will be required, social distancing will be enforced, and the total number of persons in the meeting room will be limited to a maximum of 25. Public following these directives may view and participate in the meeting from the Gibson Room. Please refrain from attending in person if you are not feeling well.
- Provide public comments via email. Comments may be sent via email before 12:00 PM on Tuesday, November 17, 2020, to: commission@greatfallsmt.net. Include the agenda item or agenda item number in the subject line, and include the name of the commenter and either an address or whether a city resident. Due to tracking and dissemination requirements, written communication must be received by that time in order to be shared with the City Commission and appropriate City staff for consideration during the agenda item and will be so noted in the official record of the meeting.

CALL TO ORDER

PUBLIC COMMENT

(Public comment on agenda items or any matter that is within the jurisdiction of the City Commission. Please keep your remarks to a maximum of five (5) minutes. Speak into the microphone, and state your name and either your address or whether you are a city resident for the record.)

WORK SESSION ITEMS

1. Neighborhood Council Updates - Neighborhood Council #2.
2. Commission Discussion on Draft Resolution Promoting Diversity and Inclusivity- City Commissioners.

DISCUSSION POTENTIAL UPCOMING WORK SESSION TOPICS

ADJOURNMENT

City Commission Work Sessions are televised on cable channel 190 and streamed live at <https://greatfallsmt.net>. Work Session meetings are re-aired on cable channel 190 the following Thursday morning at 10 a.m. and the following Tuesday evening at 5:30 p.m.

UPCOMING MEETING SCHEDULE

Work Session -- Tuesday December 1, 2020 5:30 p.m.

Commission Meeting -- Tuesday December 1, 2020 7:00 p.m.

From: [Mary Sheehy Moe](#)
To: [Sara Sexe](#); [Greg Doyon](#)
Cc: [Bob Kelly](#); [Tracy Houck](#); [Owen Robinson](#); [Rick Tryon](#)
Subject: Draft Resolution
Date: Wednesday, September 9, 2020 7:57:01 AM
Attachments: [ND Resolution.docx](#)

I am not sure about what is the best way to advance this, but I am attaching a draft resolution that would accomplish something really substantive in addressing the concerns we heard last night. I think we could do something that really moves the needle in terms of public understanding, tolerance, and commitment to eliminating bias, and I am excited about that possibility.

Obviously we cannot discuss it as commissioners, but I want commissioners to see it so they can let Sara and Greg know what they like and don't like, what they would like added or deleted.

The convening paragraph I have at the end might actually be a better place to begin because it would give us a clearer idea of what other entities do and what data are available to help us understand (1) the problem[s] and (2) the efficacy of any particular solution.

Clearly we can't be ready by our next meeting, but I want to get to work right away.

Mary

WHEREAS, the history of our nation, our state, and our community is a history stained by the lost lives, lost potential and lost hope brought on by discrimination and persecution based on race, color, religion, sex, and national origin;

WHEREAS, the poverty and incarceration rates of racial minorities, particularly Montana's indigenous peoples, suggests that structural bias still exists in our community and our state;

WHEREAS, discrimination, harassment, and denial of equal opportunity based on race, color, religion, sex, or national origin are prohibited by state and federal law;

WHEREAS, the United States Supreme Court has now ruled that discrimination on the basis of sexual identity or sexual orientation constitutes discrimination based on sex;

WHEREAS, Montana's Constitution affirms the basic human rights of all people, declaring that "the dignity of the human being is inviolable";

WHEREAS, although the redress for victims of discrimination provided by the Montana Human Rights Commission and the United States Office of Civil Rights provide the most substantial and expedient remedies for such victims, cities still have a role to play in promoting inclusiveness, celebrating diversity, and condemning discrimination and harassment;

WHEREAS, the City of Great Falls aspires to the highest standards of inclusivity and nondiscrimination in its policies and practices;

NOW THEREFORE, THE CITY COMMISSION OF GREAT FALLS, MONTANA, hereby directs the City Manager and all departments, managers, and supervisors of the City of Great Falls to work collectively to develop and implement the policies and practices necessary to ensure that all persons employed or served by city government are afforded equal opportunity, without discrimination, regardless of race, color, religion, sex, age or national origin as those classifications have been defined by state and federal courts. At a minimum, these policies and practices shall include:

1. A nondiscrimination policy applicable to all departments and agencies of the City of Great Falls, with specific language prohibiting discrimination and harassment based on membership in any of the above classes, along with both internal and external complaint procedures that remain continuously in effect. The policy shall make it clear that such discrimination or harassment is a form of misconduct and anyone who is found to have violated the policy will be subject to discipline, up to and including termination of employment.
2. Non-discrimination and harassment awareness programs that emphasize implicit and explicit bias, procedures for reporting complaints internally and to the Montana Human Rights Bureau, and cultural diversity awareness, with a particular emphasis on Montana's American Indians.
3. The collection, analysis and annual reporting of bias-related data in the areas of employment, public housing, policing, health, and internal and external complaints [need feedback from local groups as to what data is available and helpful in order to heighten the City's own awareness of and accountability for potentially discriminatory practices or trends.
4. Internal and external communication on the importance of recognizing, documenting, preventing and stopping discrimination or harassment based on membership in any of the above classes, along with publication of resources for victims and procedures for reporting actions perceived as discriminatory or harassing.

FURTHER, the Great Falls City Commission will lead the effort to convene major community employers, representatives of locally elected government officials, appointed officials in key agencies, and representatives of diverse community populations to share best practices and develop strategies to end bias, celebrate success, and promote diversity in Great Falls.

DRAFT

RESOLUTION *****

A RESOLUTION BY THE CITY COMMISSION
OF THE CITY OF GREAT FALLS, MONTANA
PROMOTING DIVERSITY AND INCLUSIVITY

WHEREAS, the City of Great Falls welcomes all people and recognizes the value of diversity in our community;

WHEREAS, the United States Supreme Court has recognized that the fundamental rights to due process and equal protection protected by the United States Constitution extend to individual dignity and autonomy and that laws burdening these rights “abridge central concepts of equality”;

WHEREAS, Montana’s Constitution affirms Montanans’ basic human rights, declaring that “the dignity of the human being is inviolable”;

WHEREAS, federal and state mandates prohibit discrimination, harassment, and denial of equal protection and due process of law, based on race, color, religion, sex, age, national origin, and other classifications;

WHEREAS, the United States Supreme Court has recently ruled that discrimination on the basis of sexual identity or sexual orientation constitutes discrimination based on sex;

WHEREAS, despite Constitutional and statutory guarantees and prohibitions, the history of our nation, our state, and our community has been marred by lost lives, lost potential and lost hope because of discrimination based on race, color, religion, sex, age, national origin or other protected classes;

WHEREAS, although the redress for victims of discrimination provided by the Montana Human Rights Commission and the United States Office of Civil Rights provide the most substantial and expedient remedies for such victims, cities still have a role to play in promoting inclusiveness, celebrating diversity, and condemning discrimination and harassment; and

WHEREAS, the City of Great Falls aspires to promote and maintain inclusivity and nondiscrimination in its policies, practices and opportunities and seeks civility, a culture of equity and fairness to all;

NOW, THEREFORE, BE IT RESOLVED by the City Commission of the City of Great Falls, Montana:

1. That the City of Great Falls encourages inclusively, values diversity and believes that everyone in the community deserves dignity, respect and equality;
2. That the City recognizes and upholds the intrinsic value of every citizen;

3. That the City abhors and will not tolerate discrimination, harassment, or denial of equal rights and privileges, based on race, color, religion, sex, age, national origin, and other classifications which are protected by federal and state law;
4. That the City will take all steps to support, and operate with, principles of equality, dignity, respect and tolerance, so that all City citizens enjoy the equal rights, privileges and opportunities that are guaranteed by the United States and Montana Constitutions and federal and state laws; and
5. This Resolution is effective immediately and shall remain in effect until amended or rescinded by this Commission.

PASSED AND RESOLVED by the City Commission of the City of Great Falls, Montana, _____, 2020.

Bob Kelly, Mayor

ATTEST:

Lisa Kunz, City Clerk

(CITY SEAL)

APPROVED FOR LEGAL CONTENT:

Sara R. Sexe, City Attorney