# RESOLUTION OF THE COMMON COUNCIL

Approving formation of the Diversity, Equity & Inclusion Task Force, an ad hoc committee of Community Affairs/Council Policy.

Committee Action: CACP Committee recommended approval 6-0

| **File Number:** | R-3-2022 | **Date Introduced:** | January 11, 2022 |
|---|---|---|---|

**Whereas,** the City of Stoughton affirms its commitment to ensuring our Community is one that is open, inclusive and welcoming to all individuals regardless of age, gender, race, culture, sexual orientation, religion/spiritual practice, ability or any other significant identity.

**Whereas,** the City of Stoughton, Wisconsin Common Council approved a Special Resolution Condemning Racial Injustice and Hate and to Strive for Racial Equity on June 9th, 2020

**Whereas,** further Community Affairs/Council Policy meetings were held including Community Listening Sessions on Racial Equity in Fall 2020 and Summer 2021

**Whereas,** we recognize diversity, equity and inclusion (DEI) makes our Community vital and stronger; and to quote the wise words of Maya Angelou, *Diversity makes for a rich tapestry and we must understand that all the threads of the tapestry are equal in value no matter what their color.*

**Therefore,** be it resolved by the Common Council of the City of Stoughton that the Diversity, Equity & Inclusion Task Force be formed with a minimum of 2 Common Council members, minimum 2 City Staff members and any Community members, appointed by the Mayor, with a passion for DEI and commitment to social justice.
The Diversity, Equity & Inclusion Task Force is charged with developing a Strategic Plan during 2022-2023 including DEI events & opportunities and anticipate presenting the Strategic Plan to the City and Stoughton Community in Fall 2023.

**Council Action:** ☐ **Adopted** ☐ **Failed** **Vote** _____

**Mayoral Action:** ☐ **Accept** ☐ **Veto**

_____

Tim Swadley, Mayor Date

**Council Action:** _____ ☐ **Override** **Vote** _____

# Diversity, Equity & Inclusion Task Force

The City of Stoughton affirms its commitment to ensuring our community is one that is open, inclusive, and welcoming to all individuals regardless of age, gender, race, culture, sexual orientation, religion or abilities. In an effort to advance this vision and amplify the voice of diverse communities within Stoughton, the Community Affairs/Council Policy (CA/CP) of the Common Council is establishing a Diversity, Equity, and Inclusion (DEI) Task Force.

The task force will work to develop strategies to help the City build stronger relationships with diverse communities. Through engagement and listening, the task force will identify issues and barriers that may limit members of our community from full participation in civic life. Acting as a community voice, the task force will prepare and present a DEI Strategic Plan detailing recommended actions the City may engage in to help ensure Stoughton is welcoming to all.

The task force will initially serve as an ad hoc committee of CA/CP and present its findings to the Community and City in 2023. Any community members dedicated to DEI principles and social justice are encouraged to apply here: link to DEI Task Force application (similar to the City's form with some additional questions related to DEI)

**Timeline**

August 2021 Community Listening Sessions on Racial Equity

Fall 2021 CACP discussion, recommend Task Force

January/February 2022 Announce Task Force, seek applicants

February/March 2022 Appoint members, initial meeting

12 – 15 month development of Strategic Plan with DEI events, opportunities

2023 (Fall anticipated) Presentation of DEI Strategic Plan to Community and City

The Common Council recommended the establishment of a Diversity, Equity, and Inclusion (DEI) Task Force. Established in March 2022, we are neighbors interested in amplifying the voices of diverse communities within Stoughton. Through engagement and listening, we're identifying issues and barriers that may limit Stoughton neighbors from full participation in and benefit of civic life. Anyone is welcome to participate on the Taskforce as we all have contributions to make.

**Mission**

To develop strategies to help the City build stronger relationships with diverse communities, identifying issues and barriers that may limit members of our community from full participation in civic life.

**Vision**

The City of Stoughton is open, inclusive, safe and welcoming to all individuals regardless of age, gender, race, culture, sexual orientation, religion/spiritual practice, abilities or any other identity.

**Goal**

It is anticipated that the Task Force present recommendations to the Stoughton Community and Committee of the Whole in Fall 2023.