


COUNCIL COMMUNICATION

	Number:	21-506	Meeting:	November 15, 2021
	Agenda Item:	44, 45, & 46	Roll Call:	21-1768
	Submitted by:	Malcolm Hankins, Assistant City Manager		

AGENDA HEADING:

- 1) Amending Chapter two of the City Code adding Sections 2-71 and 2-1060 relating to cultural competency training for members of the council and members of boards and commissions.
- 2) Amending Sections 62-1, 62-42, 62-72, 62-103, 62-137, and adding Sections 62-136.1, Article VII, Sections 62-172, 62-173, and Article VII, Section 62-191, relating to strengthening the Human Rights Ordinance.
- 3) Adding Section 70-66.1, relating to false reports to or communications with public safety entities based on bias.

SYNOPSIS:

Recommend approval of the staff recommendation amending the City Ordinance to require cultural competency training for members of boards and commissions and the City Council, strengthening the Human Rights Ordinance by adding protections against discrimination in commercial and residential tenancy, education, credit, employment, and adding an option for voluntary mediation within the department. Adding a prohibition of false reports to police based on bias. The Des Moines Civil and Human Rights Commission recommended these changes as part of the Bridging the Gap initiative.

FISCAL IMPACT: NONE

ADDITIONAL INFORMATION:

- “Bridging the Gap is a community-centered solution-focused effort to address community issues and remove systemic barriers, so that all Des Moines residents can achieve their full potential.” The highly engaged effort involved discussions and input from community members, business leaders, service providers and local and state government representatives. Community dialogues involved almost 300 Des Moines residents, and nearly 500 residents participate in the topic prioritization process.
- At the June 11, 2020, Des Moines City Council and Des Moines Civil and Human Rights Commission (DMCHRC) annual Joint Meeting, the DMCHRC made the following 13 recommendations. The Des Moines City Council directed the City Manager to act on each recommendation.

	INITIATIVE	STATUS
1.	Evaluate Key Community Response Team	In Progress
2.	Develop Fair Housing Training	In Progress
3.	Create DSM Employee Housing Incentives	Implemented
4.	Implement Ladder Up Pilot Program	Implemented
5.	Restore City's Youth Advisory Board	(City Council December 6, 2021
6.	Create Residents' Academy	In Progress
7.	Adopt a Language Access Policy	In Progress
8.	Incentivize Employee Community Engagement	Implemented
9.	Cultural Competency Training – Council, Boards, Commissions	(City Council November 15, 2021
10.	Review City Forms for Gender Inclusivity	In Progress
11.	Strengthen Human Rights Ordinance	(City Council November 15, 2021
12.	Support the Equity Framework	Implemented
13.	Create a Workforce Equity Plan	In Progress

- Four (4) of the 13 DMCHRC recommendations have been implemented. Three (3) of the 13 Council directed recommendations require ordinance adoptions/amendments. Two (2) of the three (3) recommendations requiring an ordinance change are the subject of this communication (Require Cultural Competency; Training for City Council, Boards and Commissions; Strengthen the Human Rights Ordinance.) These recommendations will be implemented pending council's approval. The City's Youth Advisory Board Ordinance change proposal is expected to go before council on December 6, 2021. This communication seeks City Council approval of the following proposed ordinance amendments:
 - Adding Sections 2-71 and 2-1060 relating to cultural competency training for members of the council and members of boards and commissions, amending Sections 62-1, 62-42, 62-72, 62-103, 62-137.
 - Adding Sections 62-136.1, Article VII, Sections 62-172, 62-173, and Article VII, Section 62-191, relating to strengthening the Human Rights Ordinance.
 - Adding Section 70-66.1, relating to false reports to or communications with public safety entities.

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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