

Date October 19, 2020

**RESOLUTION ADOPTING CITY OF DES MOINES EQUITY FRAMEWORK FOR THE EVALUATION AND IMPLEMENTATION OF EQUITABLE DELIVERY OF CITY SERVICES AND AMENITIES**

WHEREAS, the Council defines equity as a social condition which deliberately creates choices, access, and opportunities for all people to fulfill their basic needs, advance their well-being, and achieve their full potential; and,

WHEREAS, the Council acknowledges the disparity in outcomes that Des Moines residents, particularly within the marginalized communities, continue to experience; and,

WHEREAS, the City of Des Moines joined Government Alliance on Race & Equity (GARE) in September 2018 as a core member to begin to shift towards advancing equity in policies, practices, and service delivery; and,

WHEREAS, the Equitable Services Team, comprised of representatives from all departments of the City and working for the past eighteen months, has identified multiple areas of perceived inequities in Des Moines, including those ranging from availability and access of relevant resources and opportunities to fully advance and prosper in our community; and,

WHEREAS, the Equitable Services Team has further promulgated a proposed Equity Framework, attached to this Resolution, for the purpose of assessing available data to ethically identify and measure equity or inequity; setting goals to reduce and eliminate inequities; developing and implementing an equity toolkit for when creating or modifying programs and services; developing a plan for utilizing best practices for public participation; ensuring equitable delivery of City services; and committing to equity in policy decisions.

NOW THEREFORE, BE IT RESOLVED, by the City Council of the City of Des Moines, Iowa that the Council adopts the proposed Equity Framework and directs the City Manager and the Equitable Services Team to implement the Equity Framework for equitable provision of City services and amenities and report to Council on its progress on a regular basis.

MOVED by \_\_\_\_\_ to adopt.

FORM APPROVED:

/s/ Thomas G. Fisher Jr.

Thomas G. Fisher Jr., Assistant City Attorney

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE				
BOESEN				
GATTO				
GRAY				
MANDELBAUM				
VOSS				
WESTERGAARD				
TOTAL				
MOTION CARRIED			APPROVED	

**CERTIFICATE**

I, P. Kay Cmelik, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

\_\_\_\_\_ Mayor

\_\_\_\_\_ City Clerk