

The City of Clayton  
**Community Equity Commission**  
**Virtual Zoom Meeting**  
**May 14, 2020 at 5:30 PM**

Minutes

**Roll Call**

Present: Yvonne Tisdell, Laura Horwitz, Adam Sheble, Chris Schmiz, Ben Uchitelle, Stuart Berkowitz, Frances Pires, Dr. Sean Doherty (ex officio), Rev. Laurie Anzilotti (ex officio), JoAnna Schooler (ex officio), and Darlene Reed (ex officio).

Additional: Alderman Boulton, Alderman Buse, City Manager Gipson, Assistant to the City Manager Andrea Muskopf, Rachel D'Souza-Siebert (Gladiator Consulting), and Ann Fischer-Jackson (Gladiator Consulting)

**Minutes**

Ben Uchitelle moved to approve the April 30, 2020 minutes. Chris Schmiz seconded the motion. All were in favor.

**Small Group Reports**

Each of the small groups shared their conversations. Please see attached report from Gladiator Consulting.

**Election of Commission Chair**

Ben Uchitelle moved to approve Laura Horwitz as Chair. Stuart Berkowitz seconded the motion. All were in favor.

**Public Comment**

No comments from the public.

**Next Meeting Date**

The Commission discussed the regular meeting schedule and determined that they will meet once per month at 5:30 pm. The next meeting is scheduled for June 11 at 5:30 pm.

**Adjourn**

Ben Uchitelle moved to adjourn the meeting. Yvonne Tisdell seconded the motion. All were in favor. The meeting adjourned at 6:46 pm.

Facilitators' Final Report  
**Community Equity Commission**  
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### **Desired Learning**

The commission members expressed a desire to learn more about the following topics:

### **Local Commissions**

There was a stated desire to learn more about and hear from other, similar local commissions. In particular, the Kirkwood Human Rights Commission was of particular interest to the commissioners.

### **Racial Equity Work in Clayton**

After discussing the racial equity initiatives at the Clayton School District with Dr. Sean Doherty, the commissioners shared an interest in speaking with other sector leaders in Clayton. They found it to be important to understand what work is already underway, what data has been collected, and how the community is engaged in the process.

### **Regional Work**

The commissioners asked to explore regional work focused on Racial Equity. In particular, since the death of Michael Brown and the Ferguson Uprising, the region has convened many conversations, research, and collective impact efforts to move the region toward a state where race and zip code are not predictors of life outcomes. The commission would like to understand how Clayton has applied the recommendations of the Ferguson Commission and explore works such as For the Sake of All.

### **National Commissions**

The commissioners asked to consider the work of commissions throughout the country and any frameworks are key learnings that lead to measurable successes. They were interested in exploring both similar municipalities as well as those less similar. We recommend a membership to [GARE](#).

### **Requested Information**

- Key data points
  - City hiring
  - Police data
  - Demographic data
  - Business data
- Policy agenda for the Board of Aldermen
- Policies governing city management

### **Draft Guiding Principles**

**2020 Clayton Community Equity Commission (CEC) Purpose Statement:**

The CEC seeks to ensure Clayton is a community where all residents and visitors are welcomed and feel a sense of belonging. The CEC seeks to center impacted communities as we leverage the talent, speed, and resources of community, government, education, business, and philanthropic leaders.

### **2020 Clayton CEC Problem Statement:**

Local and regional uprisings and ongoing conversations have highlighted a need to prioritize and provide guidance to the Mayor and Board of Aldermen on matters of equity, diversity, and inclusion.

### **2020 Clayton CEC Priority:**

In 2020, the CEC will begin our broader equity work by addressing racial equity.

#### *Why are we leading with race?*

The CEC leads with race, with the recognition that the creation and perpetuation of racial inequities are systemic and ingrained throughout our nation, region, and community, and that racial inequities across all indicators for success are deep and pervasive. We also recognize that inequities exist across other identity factors, including those based on economic status, race, color, religion, gender, national origin, ancestry, marital status, lawful source of income, physical or mental disability, familial status, sexual orientation, and gender identity. Focusing on racial equity provides the opportunity to introduce a framework, tools, and resources that can also be applied to other areas of marginalization. This is important because:

- To have maximum impact, focus and specificity are necessary. Strategies to achieve racial equity differ from those to achieve equity in other areas. “One-size-fits all” strategies are rarely successful.
- A racial equity framework that is clear about the differences between individual, institutional and structural racism, as well as the history and current reality of inequities, has applications for other marginalized groups.
- Race can be an issue that keeps other marginalized communities from effectively coming together. An approach that recognizes the inter-connected ways in which marginalization takes place will help to achieve greater unity across communities.
- It is critical to address all areas of marginalization, and an institutional approach is necessary across the board. As local and regional government deepens its ability to eliminate racial inequity, it will be better equipped to transform systems and institutions impacting other marginalized groups.

### **CEC Values**

Impactful, Community, Growth, Audacity

### **Recommendations for Meetings**

#### **Pre-June Small Group Meetings**

- Review of guiding principles
- Review of police general orders

#### **June Meeting**

- Small group report out - guiding principles and questions about General Orders on Use of Force and Search and Seizure

- Police Chief Mark Smith, explain the Use of Force and Search & Seizure orders, talk about the policies, practices and training that relate to those two topics.

### **Pre-July Small Group Meetings**

- Conversations with regional commissions
  - Possible cities: Kirkwood, Creve Coeur, Columbia, Springfield (IL), Highland Park (IL) Ferguson Commission

### **July Meeting**

- Review of small group conversations
- City/Police Data

### **August Meeting**

- Terry Jones - History of Clayton
- Local Commission conversation

### **Small Group Discussions June 1 - June 9**

#### **Guiding Principles**

Do the guiding principles identify our shared purpose and values?

How will these principles inform our behaviors?

How will we hold one another accountable?

Given the disparate impact of COVID-19 and the uprisings in response to police brutality, do these principles still reflect your feelings on the direction of the CEC? Has your urgency shifted?

#### **Policing General Orders**

Review Use of Force General Order - what questions do you have about a) the order as written; b) how it is applied; c) how it could be improved?

Review Search and Seizure General Order - what questions do you have about a) the order as written; b) how it is applied; c) how it could be improved?

Review the list of Police General Order and identify any other General Orders you wish to read and discuss.

Email your questions for Chief Smith to Laura ([laura.horwitz@gmail.com](mailto:laura.horwitz@gmail.com)) and David ([dqipson@claytonmo.gov](mailto:dqipson@claytonmo.gov)) by 9 pm Tuesday, June 9.

Choose a spokesperson who will report back for your group.

## Resources

Suggested Reading

### Anti-Racism Resources

<https://www.claytonschools.net/Page/19414>

[White Rage: The Unspoken Truth Of Our Racial Divide](#)

[Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race](#)

[Disrupting White Supremacy](#)

### Systems Change Books

[Emergent Strategy: Shaping Change, Changing Worlds](#)

[Systems Thinking For Social Change: A Practical Guide to Solving Complex Problems, Avoiding Unintended Consequences, and Achieving Lasting Results](#)

### Clayton

[Displaced & Erased](#): The Untold Story of Black Clayton, Missouri Residents Being Pushed Out of Their Community

[Zoned Out](#)

[A Strategic Plan for Clayton, MO: Community Engagement and Reconciliation](#) - 21CP Solutions and Strategic Applications International

### Region

We Live Here Podcast - [Divided by Design](#)

[Advancing Positive Change: A Toolkit for Racial Equity and Empowerment](#) - Forward Through Ferguson

[Falling Through the Cracks: Disparities in Out-of-School Suspension in St. Louis at the Intersection of Race, Disability, and Gender](#) - Forward Through Ferguson, Washington University, Brown School, and WE CAN

[For the Sake of All: A report on the health and well-being of African Americans in St. Louis and why it matters for everyone](#) - Washington University in St. Louis and Saint Louis University

[Forward Through Ferguson: A Path Toward Racial Equity](#) - The Ferguson Commission

[Make Work Work: Strengthening Missouri through Quality Child Care for Working Families](#) - Clark Fox Policy Institute

[Regional Equity Dashboard](#)

## Training/Curriculum

### [Local and Regional Government Alliance on Race & Equity \(GARE\)](#)

- [Racial Equity Curriculum](#)

### [Crossroads Anti-Bias, Anti-Racist Education](#)

### [Witnessing Whiteness](#)

### [Forward Through Ferguson Racial Equity Capacity Building Offerings:](#)

- [STL2039 Workshops](#)
- [Racial Equity Roundtable](#)
- [Systems Change Primer](#)
- [Racial Equity Capacity Assessment](#)

## Recommended Urgent Investments

We strongly suggest that it is critical for the members of the CEC to develop a shared language and path forward for implementing systems change. It is our recommendation that the CEC, Board of Aldermen, and Mayor participate in **Crossroads Anti-Bias, Anti-Racist Education Training**. The Clayton School District has already contracted with Crossroads to host a training session for their administrators. It is our recommendation that the above listed groups work with the school district to participate in this work together.

Furthermore, Systems Change is challenging work requiring focused prioritization to develop and implement solutions. Forward Through Ferguson's (FTF) **Systems Change Primer** is a workshop designed to refresh and reiterate the key tenants of System Change methodology as explicitly tied to achieving Racial Equity. FTF offers 3 hour workshops for individuals or generalized consultation to assist organizations or entities through a systems change approach. FTF Facilitators offer shared learning on the urgency of Systems Change and guide individuals and institutions in a radically candid discussion on the systemic barriers to change in your community and the key strategies needed to advance Racial Equity through the lens of systems transformation. It is our recommendation that the members of the CEC either participate in the Systems Change Primer on August 29 or alternatively that the city contract with Forward Through Ferguson to host a Systems Change Primer to include the members of the CEC, Board of Aldermen, Mayor and other key stakeholders and community leaders.