

# PERMANENT RECORD

ORDINANCE G-2022-14  
AMENDED

INTRODUCING: ALEX BURTON

**PASSED**

## AN ORDINANCE CREATING CHAPTER 2.225 (DIVERSITY, EQUITY & INCLUSION COUNCIL) OF THE EVANSVILLE MUNICIPAL CODE

WHEREAS, the City of Evansville desires to address issues of diversity, equity, and inclusion in the administration of its government and the employment of its workforce;

WHEREAS, the Common Council of the City of Evansville deems it necessary and proper to establish within the City a Diversity, Equity & Inclusion Council to achieve such purpose; and

WHEREAS, the creation of a Diversity, Equity & Inclusion Council is necessary and proper to promote representation, fairness, and equality throughout city government.

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of Evansville, Indiana as follows:

Section 1. Addition of Chapter 2.225 of the Code. Chapter 2.225 of the Evansville Municipal Code shall be added and included as a new chapter in the Code as follows:

### Chapter 2.225 - Diversity, Equity & Inclusion Council

#### 2.225.010 Creation

- (A) The City of Evansville (the “City”) acknowledges that failure to promote diversity, equity, and inclusion in the Evansville community will negatively impact our local residents, community, government, businesses, and economy in the form of lost wages, wealth and educational disparities, disproportionate homeownership rates, violence, and avoidable public spending.
- (B) It is the City’s objective to govern and to make policy recommendations and decisions through a diverse, equitable, and inclusive lens for the betterment of the Evansville community. To aid in the furtherance of that objective, there is hereby established the City of Evansville Diversity, Equity & Inclusion Council (hereafter “DE&I Council”).

#### 2.225.020 Purposes

The DE&I Council’s purpose is to serve as an advisory council to the City to promote diversity, equity, and inclusion both within City government and across the Evansville community, by undertaking the following:

1. Identify barriers to diversity, equity, and inclusion impacting marginalized groups, both generally and those specific to the Evansville community.
2. Promote diversity reflective of the Evansville community in the City’s hiring and retention.

**FILED**

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*Anna Winkler*  
CITY CLERK

3. Advocate for equity in the City's workforce through staff representation, compensation, and promotion opportunities.
4. Emphasize that diversity, equity, and inclusion is foundational to the work of the City and its community partners.
5. Recommend strategies and policies to ensure that City government and community stakeholders address and advance diversity, equity, and inclusion.
6. Assist City in achieving diversity, equity, and inclusion in City's planning, programs, policies, and practices.
7. Oversee initial and continued implementation of City's diversity, equity, and inclusion plan.

#### **2.225.030      Duties**

The DE&I Council shall:

1. Collaborate with City to create a diversity, equity, and inclusion plan for the City, hire consultants to accomplish such purpose, and provide guidance and recommendations regarding the plan's development, including future revisions that may be needed.
2. Establish diversity, equity, and inclusion policies for implementation within City plans, policies, and programs.
3. Assist in the development and implementation of City plans, policies, and programs to ensure diversity, equity, and inclusion policies and issues are addressed.
4. Conduct an independent review of all City plans, policies, and programs and propose recommended changes to address diversity, equity, and inclusion issues.
5. Identify and establish diversity, equity, and inclusion organizational goals, performance metrics, and timeframes.
6. Recommend established baselines for performance metrics and timeframes for achieving stated diversity, equity, and inclusion goals.
7. Propose strategies to diversify the local workforce to represent the diversity of the Evansville community.
8. Provide a platform for historically disadvantaged community members and groups to present issues and voice concerns.
9. Provide input and direction on issues and initiatives presented to the DE&I Council by individuals and groups.
10. Serve as liaison between the City and third parties when diversity, equity, and inclusion-related incidents occur.
11. Establish metrics for access and equity in the areas of housing, employment, education, health, policing, and commerce for marginalized groups.
12. Regularly consult the Indiana the Office of Equity, Inclusion and Opportunity online equity data portal to monitor local equity status, identify areas of disparity, and track progress.
13. Establish requirements for diversity, equity, and inclusion training for City employees, law enforcement departments, and fire departments, and other applicable first responders.

#### **2.225.040      Organization**

##### **(A) Membership.**


1. Composition & Appointment. The DE&I Council shall consist of no more than 15 members, who shall serve without compensation and shall include the following:
  - a. The Mayor of the City of Evansville.

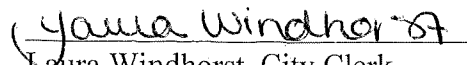
- b. A City Councilperson selected by the City Council.
  - c. The Director of Administrative Services.
  - d. The Director of Human Relations Commission.
  - e. The Director of Department of Metropolitan Development.
  - f. No more than three (3) City of Evansville employees as determined by the Mayor.
  - g. No more than three (3) K-12 educator or administrator representatives. The Mayor shall make two appointments, and the City Council shall make one appointment.
  - h. No more than four (4) community representatives and stakeholders. The Mayor shall make three appointments, and the City Council shall make one appointment.
2. Term. Elected official members will serve during their term of office, and appointed members shall serve a term of two years, commencing January of 2023. A member serves at the pleasure of the appointing authority until the member's removal or replacement. The appointing authority shall fill a vacancy by appointing a new member for the unexpired term.
3. Removal. An appointing authority may remove a member that it appointed to the DE&I Council repeated failure to attend meetings or other misconduct. Members serving by virtue of their positions as office holders may not be removed.
- (B) Meetings. The DE&I Council shall meet at least quarterly, or as requested by the Mayor, and shall report its findings, recommendations, and activities to the Mayor. Meetings are subject to the Open Door Law of the State of Indiana. Five members of the Council shall constitute a quorum. A member may designate a proxy if the member is unable to attend a meeting. At the first meeting of each year, the DE&I Council shall elect a Chair and Vice Chair from its members.
- (C) Subcommittees. In the course of its operations, the DE&I Council may create standing subcommittees and/or ad hoc committees as it deems necessary and appropriate. Such subcommittees and/or ad hoc committees may include DE&I Council members, other employees of City who are not DE&I Council members, internal and/or external subject matter experts, or some combination thereof.
- (D) Budget. The DE&I Council shall submit a proposed annual budget to the City and shall include in its budget a sufficient amount for its necessary expenses.

Section 2.     Effective Date. This ordinance shall be in full force and effect immediately upon its final passage and adoption.

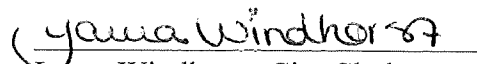
PASSED BY the Common Council of the City of Evansville, Indiana, on the 12 day of September, 2022, and on said day signed by the President of the Common Council and attested by the City Clerk.

ATTEST: \_\_\_\_\_

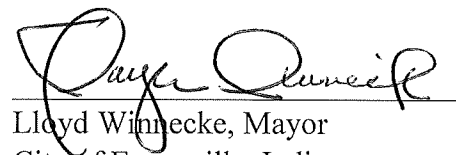
  
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Zac Heronemus  
President of the Common Council

  
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Laura Windhorst, City Clerk  
City of Evansville, Indiana

Presented to me, the undersigned, City Clerk of the City of Evansville, Indiana, and to the Mayor of said City, the 13 day of September, 2022, at 3 o'clock p.m. for his consideration and action thereon.

  
\_\_\_\_\_  
Laura Windhorst, City Clerk  
City of Evansville, Indiana

Having examined the foregoing ordinance, I do now, as Mayor of the City of Evansville, Indiana, approve said ordinance and return the same to the City Clerk this 13<sup>th</sup> day of September, 2022, at 3:00 o'clock p.m.

  
\_\_\_\_\_  
Lloyd Winnecke, Mayor  
City of Evansville, Indiana

Trockman ✓  
Mosby ✓  
Burton ✓  
Elpers ✓  
Brinkmeyer ✓

Beane ✓  
Moore ✓  
Weaver ✓  
Heronemus ✓  
Passed 9-0