Creating an Equitable Community of Choice

A High-Performance Organization (and Community) that is Data-Driven and Outcome-Focused built on the four pillars of:

- Resiliency
- Sustainability
- Equity
- Compassion

Through Planning, Partnerships, & People

www.cityofdubuque.org
RESOLUTION NO. 390-14

AFFIRMING THE DUBUQUE CITY COUNCIL'S COMMITMENT TO DIVERSITY AND INCLUSION THROUGH BROAD RECRUITMENT AND APPOINTMENTS TO CITY BOARDS AND COMMISSIONS SO THAT RESIDENTS OF VARIED BACKGROUNDS ARE REPRESENTED AND HAVE THE OPPORTUNITY TO PROVIDE INPUT

WHEREAS, The Dubuque City Council defines diversity as the different backgrounds, values, and ideas of those who comprise the Dubuque community; and

WHEREAS, the Council defines inclusion as drawing forth the variety of perspectives and life experiences each person brings in order to enhance the quality and contribution of board and commission members to the democratic process; and

WHEREAS the Council values diversity and inclusion as essential sources of vitality and strength for the effective pursuit of the City's goals and priorities, and is committed to the ongoing proactive process of diversity and inclusion in its governance, committees, membership, programs and activities; and

WHEREAS, the Council is supportive of building a community where all people feel welcome and valued and where individuals work to understand each other's different backgrounds, economic circumstances, needs, and philosophical beliefs; and

WHEREAS, The Council seeks to engage in a holistic process to identify the most qualified applicants who can best contribute to, and benefit from, participating on a board or commission, evaluating each applicant as an individual while valuing a variety of talents, backgrounds, experiences, and personal characteristics, so that board and commission membership is representative of the various cultural, economic, social, religious, ethnic and racial groups in the community.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DUBUQUE, IOWA,

Section 1. That this Resolution serves as a declaration of official intent to seek out and appoint individuals with the professional expertise, personal experience, multilingual abilities, and cultural backgrounds that can expand the board or commission's collective cultural awareness and support the board or commission in responding to the needs of the various communities represented in Dubuque.

Section 2. That the City Council of the City of Dubuque, Iowa hereby puts diversity recruitment into practice by

Clearly defining open positions
Partnering with multiple entities such as Inclusive Dubuque and the Multicultural Family Center to
- Recruit a diverse, qualified applicant pool
- Identify and use multiple forms of advertising, announcements and search strategies designed to find qualified applicants
- Include wording that emphasizes the city's commitment to diversity
  Including all available avenues to publicize the position
  Engaging in inclusive recruitment activities and proactive informational outreach
  Encouraging applicants to provide information on their application that illustrates aspects of their lives, culture or community that would contribute positively to serving on a board or commission

Passed, approved, and adopted this 15th day of December, 2014.

[Signature]
Roy D. Buol, Mayor

Attest:

[Signature]
Trish L. Gleason, Assistant City Clerk