



AGENDA INFORMATION SHEET

DEPARTMENT: City Manager's Office

ICM: Sara Hensley

DATE: Nov. 9, 2021

SUBJECT

Receive a report, hold a discussion, and give staff direction regarding drafting of a comprehensive non-discrimination ordinance for the city of Denton.

BACKGROUND

Prior Work Sessions

Staff has made prior presentations to City Council on non-discrimination ordinances and topics on February 25, 2020 and October 13, 2020. The work sessions covered the Human Rights Campaign Municipal Equality Index, an overview of federal and state civil rights laws, a Supreme Court decision regarding employment matters, and research compiled on comprehensive non-discrimination ordinances. To view video of the work session presentation and discussion, please visit the Public Meetings archive on the City website (click [here](#) to view the February 25, 2020 archived recording and materials; click [here](#) to view the October 13, 2020 archived recording and materials).

Recent Sept. 14, 2021 Work Session

On June 9, 2021, Council Member Maguire requested a work session for Council to revisit the issue of a comprehensive non-discrimination ordinance for the City of Denton. The request was made in a one-minute pitch to Council on June 15, 2021 and was approved.

On Sept. 14, 2021, staff presented in a work session an overview of federal and state law, an overview of the 5 cities in Texas with a comprehensive non-discrimination ordinance (Plano, Arlington, Dallas, Fort Worth, and Austin), and information on housing complaints referred by the City of Denton (as requested in the Oct. 13, 2020 work session). Click [here](#) to view the Sept. 14, 2021 archived recording and materials (also attached as ***Exhibit 4***).

Following discussion, City Council consensus was for staff to begin drafting a model (ordinance, process, and staffing) to bring back to Council for discussion and direction. Council provided the following initial feedback:

- To use the City of Plano's adopted ordinance as a general framework and template for drafting, with a consensus to refer non-discrimination complaints to federal and state agencies where possible as Plano's ordinance does. Each Council Member highlighted different elements or processes that they preferred amongst the other municipal ordinances and models that were presented;
- An estimate staffing/financial resources needed to implement based upon the draft proposed ordinance and model; and
- A proposed time for the next work session to final adoption as part of the Friday Report process.

DISCUSSION

Staff has developed an initial draft ordinance based upon the direction and feedback of Council and based upon review of federal and state law, consistency with federal and state law, and review of other cities' non-discrimination ordinances. Please see attached the initial draft as *Exhibit 3*. Please note there are areas needing further policy direction.

On Nov. 9, staff will provide a presentation (Exhibit 2) to:

- 1) Review major components of a draft non-discrimination ordinance
- 2) Review options for administration and resources
- 3) Receive direction on next steps

EXHIBITS

1. Agenda Information Sheet
2. Presentation
3. Ordinance Drafting
4. Information from Sept. 14, 2021 Work Session (including research and links to other cities)

Respectfully submitted:
Sarah Kuechler
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