

RESOLUTION NO. _____

A RESOLUTION OF THE CITY OF DENTON ADOPTING A NEW POLICY NO. 100.3 “COMMITMENT TO INCLUSION” AS A PERSONNEL POLICY FOR THE ORGANIZATION AND INCLUDING IT IN THE CITY OF DENTON POLICIES AND PROCEDURES; AND DECLARING AN EFFECTIVE DATE.

WHEREAS, the City of Denton is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging; and

WHEREAS, staff developed the policy to establish the vision for what environment and culture the City is committed to building in the workplace; to assist in recruiting and retaining employees that are seeking an inclusive environment; to establish expectations for employees upon hire and throughout their employment; and to demonstrate the City’s commitment to leveraging the valuable asset of its people and their diversity to strengthen our achievements as an organization; and

WHEREAS, on Jan. 20, 2023, the policy was presented and reviewed with the internal City of Denton Diversity Committee consisting of employees across the organization; and

WHEREAS, on February 17, 2023 the attached policy document was submitted to the Policy Review Committee for review and comment. The Committee consists of a representative from each department who reviews and provides feedback on new policies; and

WHEREAS, the City Manager recommends adoption of a policy and the City Council desires to adopt such policy; NOW, THEREFORE,

THE COUNCIL OF THE CITY OF DENTON HEREBY RESOLVES:

SECTION 1. The recitals and findings contained in the preamble of this resolution are incorporated into the body of this resolution.

SECTION 2. The Policy Statement in “Policy No. 100.3 “Commitment to Inclusion”, which is incorporated in this section, is hereby adopted as an official policy of the City of Denton:

POLICY STATEMENT:

The City of Denton is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging. All City employees have an opportunity to participate and contribute to the success of the city and create an environment where individuals and groups are valued, respected, and supported. This commitment is embodied in City policy and in the way we conduct business.

SECTION 3. This Resolution only adopts and approves the “Policy Statement” portion of the Commitment to Inclusion Policy included in No. 100.3 of the City of Denton Policies and

Procedures Manual. The “Administrative Procedures” portion of the Commitment to Inclusion Policy is not a policy of the City Council but rather an administrative procedure describing the means and methods by which City management implements the Commitment to Inclusion Policy. The City Manager is authorized to amend and issue such administrative procedures and directives as deemed necessary to implement the Commitment to Inclusion Policy related to personnel and internal operational matters.

SECTION 4. The attached policy shall be filed in the official records with the City Secretary.

SECTION 5. This Resolution, upon its passage and approval, shall be made effective Month Day, Year.

The motion to approve this Resolution was made by _____ and seconded by _____; the Resolution was passed and approved by the following vote [___ - ___]:

	Aye	Nay	Abstain	Absent
Mayor Gerard Hudspeth:	_____	_____	_____	_____
Vicki Byrd, District 1:	_____	_____	_____	_____
Brian Beck, District 2:	_____	_____	_____	_____
Jesse Davis, District 3:	_____	_____	_____	_____
Vacant 4:	_____	_____	_____	_____
Brandon Chase McGee, At Large Place 5:	_____	_____	_____	_____
Chris Watts, At Large Place 6:	_____	_____	_____	_____

PASSED AND APPROVED this the _____ day of _____, 2023.

GERARD HUDSPETH, MAYOR

ATTEST:
JESUS SALAZAR, INTERIM CITY SECRETARY

BY: _____

APPROVED AS TO LEGAL FORM:
MACK REINWAND, CITY ATTORNEY

BY: _____