



*City Council  
of the  
City of Augusta, Maine*

**23-168 Councilors St. Valle, Sienkiewicz, Conti, Savage and Gary-Allen**

**WHEREAS**, the City of Augusta is committed to welcoming all people and recognizes that, as the City develops, its residents will continue to diversify;

**WHEREAS**, the City desires to foster and promote a welcoming and inclusive environment, and

**WHEREAS**, the creation of a Diversity, Equity and Inclusion Committee is necessary and desirable to accomplish these goals and ensure that all of the City's residents may thrive together;

**NOW THEREFORE, BE IT ORDAINED**, by the City Council of the City of Augusta that the following Diversity, Equity and Inclusion Committee Ordinance be adopted:  
Chapter 14, Article VIII Diversity, Equity and Inclusion Committee

§14-33. Purpose.

The purpose of the Diversity, Equity and Inclusion Committee shall be to promote a welcoming and inclusive environment in the City and its government, recruit and retain employees, promote economic growth, and improve trust in the City Government. The Committee shall review and advise the City Council on new and existing City policies and programs in order to make recommendations to the City Council to accomplish the purposes described herein.

§14-34. Establishment; membership; appointment.

- A. There is hereby established the Diversity, Equity and Inclusion Committee to consist of 11 persons, including two members of the City Council designated by the City Council. The remaining 9 members of the Committee shall consist of individuals with a wide variety of backgrounds, perspectives, experiences, and interests .
- B. Committee members shall be appointed by the Mayor and confirmed by the City Council. For purposes of initial membership, each City Council member may submit up to 5 applicants to the Mayor for consideration and appointment.
- C. All Committee members shall be residents of the City of Augusta.

§14-35. Terms of office; initial membership; vacancies; forfeiture of membership.

- A. Members of the Committee shall serve for staggered three-year terms. A Committee member may continue to serve after the expiration of their term until such time as they are either re-confirmed by the City Council or a new Committee member is confirmed.
- B. For purposes of initial membership, the first two Committee members confirmed shall serve for terms of one year, the second three Committee members confirmed shall serve for terms of two years, and the final three Committee members confirmed shall serve for terms of three years.
- C. A vacancy may occur on the Committee by resignation, forfeiture or death. The Committee may deem any member who fails to attend four consecutive regular Committee meetings or at least  $\frac{3}{4}$  of all regular Committee meetings during any 12-month period to have forfeited their Committee membership. In the

event of any vacancy or forfeiture, the remainder of the Committee member's term shall be filled by an individual designated or appointed as follows:

1. For a City Council member, by a City Council member designated by the City Council;
2. For any of the remaining 9 Committee members, by an individual appointed by the Mayor.

D. The Mayor, City Council, and Committee shall endeavor to fill any vacancy on the Committee within 60 days of its occurrence.

§14-36. Officers; staffing.

At its first regular meeting of each fiscal year, the Committee shall elect from its members a Committee Chair and a secretary. The Committee may receive staffing and other support from City employees with the approval of the City Manager.

§14-37. Meetings.

The Committee shall hold regular meetings at least quarterly. The Committee may hold emergency meetings at the call of the Chair and two other members. All Committee meetings shall be open to the public and held in accordance with Title 1, Chapter 13 of the Maine Revised Statutes.

§14-38. Duties; reports.

A. The Committee shall have the following duties and responsibilities:

1. Reviewing and making recommendations to the City Council regarding the City policies and practices relating to the recruitment, hiring, onboarding, promotion and retention of its workforce;
2. Reviewing and making recommendations to the City Council on the City's policies and practices for addressing systemic barriers in order to advance diversity, equity and inclusion;
3. Reviewing and making recommendations to the City Council on the allocation of City resources in order to advance diversity, equity and inclusion;
4. Making recommendations to the City Council in regard to organizing and promoting community events and celebrations.

B. The Committee shall provide an annual report on its activities to the City Council by the third Monday of each January, which may include recommended changes to the City's Code of Ordinances, policies, or practices. The Committee may provide such other interim reports and recommendations as it deems necessary or advisable.

§14-39. Budget; financing.

The Committee may recommend a proposed annual budget to the City Council sufficient to cover its expenses. The Committee may make recommendations to the City Council regarding applications for grant and other funding opportunities to support its operation and activities.

First Read:

Motion to waive further reading of order 23-168

By: St. Valle Approved by unanimous consent

Second Read:

Motion to waive further reading of order 23-168

By: Lind Approved by unanimous consent

Motion to table order 23-168 to the November 16, 2023 Business Meeting

By: Lind      Second: Judkins

Yeas: 3

Nays: 5      Conti, Gary-Allen, St.Valle, Savage and Sienkiewicz

Motion Failed

Motion for passage of order 23-168

By: Sienkiewicz      Second: St.Valle

Yeas:

Nays:

Motion to amend order 23-168 as follows:

Subsection 14-34 (A) replace ‘the Mayor and a member’ with ‘two members’

Subsection 14-35(C)(a) replace ‘the Mayor or’ with ‘a’

Subsection 14-36 replace ‘The City Council member’ with ‘A City Council member’

By: Sienkiewicz      Second: Gary-Allen

Yeas: 8

Nays: 0

Motion to amend order 23-168 as follows:

Subsection 14-34(A) conclude the last sentence at ‘interest’ and strike the remaining language and subparagraphs.

By: Lind      Second: Michaud

Yeas: 8

Nays: 0

Motion to amend order 23-168 as follows:

Subsection 14-34(B) replace ‘nominated’ with ‘appointed’

Subsection 14-34(B) replace ‘and nomination’ with ‘of appointment’

By: Lind      Second: Gary-Allen

Yeas: 8

Nays: 0

Motion to amend order 23-168 as follows:

Subsection 14-38(A)(b) replace ‘opportunities and other benefits experienced by underserved communities or individuals in the City’ with ‘in order to advance diversity, equity and inclusion.’

By: Lind      Second: Gary-Allen

Yeas: 8

Nays: 0

Motion to amend order 23-168 as follows:

Subsection 14-38(A)(c) replace ‘to historically underserved communities or individuals in the City;’ with ‘in order to advance diversity, equity and inclusion;’

By: Lind      Second: Michaud

Yeas: 5

Nays: 3      Conti, St.Valle and Savage

Motion to amend order 23-168 as follows:

Subsection 14-38(A)(d) Add the following language at the beginning of the sentence ‘Make recommendations to the City Council in regard to’ so the sentence will read as follows: Making recommendations to the City Council in regard to organizing and promoting community events and celebrations.

By: Lind      Second: Judkins

Yeas: 6  
Nays: 2           Conti and St.Valle

Motion to amend order 23-168 as follows:  
Subsection 14-34(a) remove 'and the City Manager'  
Subsection 14-34(a) replace '8 members' with '9 members'  
By: Gary-Allen           Second: Judkins  
Yeas: 8  
Nays: 0

Motion to amend order 23-168 as follows:  
Section 14-34 Add a subsection (c) to read as follows: All Committee members shall be a resident of Augusta.  
By: Lind           Second: Gary-Allen  
Yeas: 8  
Nays: 0

Motion to amend order 23-168 as follows:  
Subsection 14-35(C)(c) remove 'nominated by the Committee Chair and'  
Subsection 14-35(C)(c) replace "8" with "9".  
By: Lind           Second: Gary-Allen  
Yeas: 8  
Nays: 0

Motion to amend order 23-168 as follows:  
Section 14-36 remove 'A City Council member shall serve as the Committee Chair.'  
Section 14-36 add 'a Committee Chair,' after 'from its members'  
By: St.Valle   Second: Gary-Allen  
Yeas: 8  
Nays: 0

Motion to amend order 23-168 as follows:  
Section 14-36 remove 'and treasurer'  
Section 14-39 replace 'shall' with 'may'  
By: Gary-Allen           Second: Lind  
Yeas: 7  
Nays: 1           Michaud

Motion to amend order 23-168 as follows:  
Subsection 14-35(C)(b) remove the paragraph (b) in its entirety and re-letter making (c) the new (b)  
By: Conti           Second: St.Valle  
Yeas: 8  
Nays: 0

Motion for passage of agenda order 23-168, as amended  
By: Sienkiewicz           Second: St.Valle  
Yeas: 8  
Nays: 0

**First Read: 10/19/2023**  
**Second Read and Passed: 11/02/2023**