

# CITY OF CREEDMOOR

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CREEDMOOR, NC 27522  
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(919) 528-3332

**MAYOR**  
ROBERT V. WHEELER  
**CITY MANAGER**  
GERALD C. SMITH, SR.  
**COMMISSIONERS**  
KECHIA BRUSTMEYER-BROWN  
GEORGANA KICINSKI  
DEL MIMS  
ED MIMS  
NEENA NOWELL

## RESOLUTION 2021-R-11

### ESTABLISHING CREEDMOOR DIVERSITY, EQUITY, AND INCLUSION COMMISSION

**WHEREAS**, the City of Creedmoor is committed to promoting diversity, equity, and inclusion in the Creedmoor community, on the City staff, and on appointed boards and committees; and

**WHEREAS**, on June 2, 2020 the Board of Commissioners adopted Resolution 2020-R-07 which stated that the Board of Commissioners believes that all citizens come from a common human thread as a single human race and called on all citizens of the United States to recognize the value of all human life; and

**WHEREAS**, on October 6, 2020 the Board of Commissioners adopted a Diversity and Inclusion Plan for the City of Creedmoor with the stated goal of the City of Creedmoor’s Leadership Team (including Mayor, Board of Commissioners and City Department Directors) to demonstrate the core community values of diversity equity, and inclusion in the workplace; and

**WHEREAS**, the City of Creedmoor’s Diversity and Inclusion Plan recognizes the importance of involving historically marginalized groups already present in our community and committing to making Creedmoor a place that welcomes those of all races, religions, gender identities, socio-economic backgrounds, disabilities, places of birth, marital status, other ideologies, and age; and

**WHEREAS**, North Carolina General Statute 160A-492 authorizes municipal governments to establish appointed commissions that may expend tax or non-tax revenue received by a municipal government for human relations and community action programs and authorizes the governing board to allocate municipal personnel to carrying out the functions and initiatives of commissions appointed for these purposes; and

**WHEREAS**, North Carolina General Statute 160A-492 defines human relations and community action programs as (i) the study of problems in the area of human relations, (ii) the promotion of equality of opportunity for all citizens, (iii) the promotion of understanding, respect and goodwill among all citizens, (iv) the provision of channels of communication among the races, (v) dispute resolution, (vi) encouraging the employment of qualified people without regard to race, and/or (vii) encouraging youth to become better trained and qualified for employment.

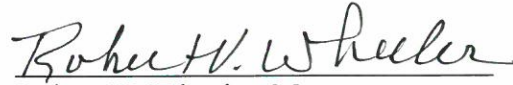
### NOW THEREFORE BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE CITY OF CREEDMOOR THE FOLLOWING:

**Section 1.** The City of Creedmoor Board of Commissioners does hereby establish the Creedmoor Diversity, Equity, and Inclusion Commission.

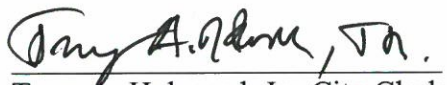
**Section 2.** The Diversity, Equity, and Inclusion Commission is to advise and serve as a resource to the City Manager and Creedmoor Board of Commissioners on advancing the principals of diversity, inclusion, and equity in the City of Creedmoor and make recommendations to the City Manager and the Creedmoor Board of Commissioners on how the City of Creedmoor can better inclusively serve all citizens.

**Section 3.** Members of the Diversity, Equity, and Inclusion Commission shall be appointed by the Board of Commissioners pursuant to the organizing by-laws in Attachment A.

**ADOPTED** by vote of the Board of Commissioners of the City of Creedmoor this, the 1<sup>st</sup> day of June, 2021 upon motion from Commissioner Kicinski.

  
Robert V. Wheeler, Mayor

ATTEST:

  
Terry A. Hobgood, Jr., City Clerk



## ATTACHMENT A

<b>Function:</b>	<ol style="list-style-type: none"><li>1. The Diversity, Equity, and Inclusion Commission is to advise the City Manager and Creedmoor Board of Commissioners on advancing the principals of diversity, inclusion, and equity in the City of Creedmoor and make recommendations to the City Manager and the Creedmoor Board of Commissioners on how the City of Creedmoor can better serve all citizens.</li><li>2. Upon the prior approval of the Board of Commissioners, the Commission may sponsor meetings or forums intended to lead all citizens to a competent understanding of true meaning of diversity, equity, and inclusion in the community, of the obligations inherent in being a good citizen that adheres to these principals, and of the need for mutual understanding, tolerance, and respect by all citizens for each other. The Commission shall have the authority to create and devise diversity, equity, and inclusion programs for recommendation to the Board of Commissioners.</li><li>3. To welcome and enlist the cooperation of racial, religious and ethnic groups, as well as persons representing various economic, educational, and social groups in all areas of the city, and to act as a coordinating agency among these and other groups in the community in the establishment and maintenance of educational programs in the community designed to foster efforts to improve diversity, equity, and inclusion in the City of Creedmoor.</li><li>4. To promote mutual understanding, tolerance, and foster equality and respect among all racial, religious, national and ethnic groups, among persons of all economic and educational status, and generally throughout the entire community so as to prevent discriminatory practices in every respect without exception.</li><li>5. To institute and conduct educational and other programs to promote the equal rights and opportunities of all persons, regardless of their race, religion, sexual orientation, socio-economic background, disability, place of birth, or marital status.</li></ol>
<b>Number of Members:</b>	Eight (8)
<b>Qualifications:</b>	The Committee shall consist of: eight (8) at-large positions appointed by the City of Creedmoor Board of Commissioners. The Board of Commissioners shall make every effort to recruit a diverse pool of applicants that represent all facets of Creedmoor and represent the true diversity of the community.
<b>Length of Term:</b>	Each member shall be appointed to a two year term. Initial terms shall consist of four (4) at-large positions serving two (2) year terms, and four (4) at-large positions serving one (1) year terms. Thereafter, all appointments shall be for a two (2) year term.
<b>Meeting Schedule:</b>	The Committee shall meet to organize within two months of appointment in the Boardroom at Creedmoor City Hall located at 111 Masonic Street. Thereafter, it shall establish a regular meeting schedule to be posted on the City Hall bulletin board and the City of Creedmoor website.
<b>Compensation:</b>	None

