

ORDINANCE NO. _____

AN ORDINANCE REQUIRING THE USE OF RACIAL EQUITY IMPACT ASSESSMENT TOOLS PRIOR TO PASSAGE OR TERMINATION OF POLICIES, PROGRAMS, SERVICES, PLANS, AND BUDGETS

WHEREAS, the City of Peoria is a Co-Founder of the Peoria City-County Commission on Racial Justice and Equity (“Commission”) and has approved the Charter of that Commission; and

WHEREAS, the Mission of the Commission is to *Accelerate Efforts to Institutionalize Racial Justice and Equity within County and City Government and to Advance its Adoption Throughout the Region*; and

WHEREAS, the Vision of the Charter and the Commission is *To End Racism in City and County Government and To Achieve Racial Equity and Justice Across Our Community*; and

WHEREAS, the actions of the City of Peoria play a large role in assuring success of that Mission and Vision; and

WHEREAS, the adoption and required use of a racial equity impact assessment tool by the City of Peoria in developing, implementing or terminating City policies, programs, services, plans, and budgets will lead to an intentional examination of racial and ethnic inequities which might arise or be present in the City’s actions, will inform equitable decision-making, and will identify options to address inequities.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF PEORIA, PEORIA COUNTY, ILLINOIS, AS FOLLOWS:

SECTION 1. Recitals. The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

SECTION 2: Policy. The following shall be adopted as a policy of the City of Peoria:

1. On and after the effective date of this ordinance, a racial equity impact assessment (REIA) shall be required prior to the approval by the City of any new or amended policies, programs, services, plans, or budgets, except for those which are solely ceremonial (e.g., honorary street name). A REIA shall also be required prior to any existing policies, programs, services, plans, or budgets being terminated.
2. The REIA shall take such form as is determined in any instance by the City Manager consistent with the intent of assuring racial equity in the City’s actions, but at a minimum shall address in writing:

- a. How does this action advance racial and ethnic equity in the community?
 - b. Have you analyzed the impact this action will have upon racial and ethnic communities? What is that impact?
 - c. What is your data and how was it developed?
 - d. Have you reached out to receive feed-back from each affected community? What is their input?
 - e. Have you considered alternative approaches to this action which would better promote equity?
 - f. What, if any, additional resources would be needed to better promote equity though this action?
3. The City Manager shall create a worksheet to assist in the completion of the REIA.
 4. The REIA and any worksheet shall be completed and made public sufficiently in advance of a decision on the new or amended policies, programs, plans, or budgets, to allow for the public to comment.
 5. Responsibility to assure compliance with this ordinance shall lie with City Manager through the City's Chief Diversity and Inclusion officer. The City Manager or designee shall determine within the City who shall complete the REIA and, if applicable, worksheet, for any particular City action. The scope of the implementation of this ordinance shall be phased to ensure staff have been trained in the tool and the concepts and principles of diversity, equity and inclusion.
 6. The REIA and any worksheet shall be subject to disclosure under the Illinois Freedom of Information Act.

~~7. This ordinance shall be interpreted liberally in regard to the breadth of its application to a City action. The decision of the City to refrain from taking an action shall be deemed a City action for purposes of this ordinance.~~

~~8.7.~~ The effects of this ordinance in assisting the achievement of the Mission and Vision stated above shall be evaluated by the City's DEI officer five years following the passage of this ordinance and a report shall be made at that time to the City Council and Commission.

~~**SECTION 3. Repeal of Conflicting Provisions.** All ordinances, resolutions, and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of this Ordinance.~~

~~**SECTION 4. Severability.** If any provision of this Ordinance or application thereof to any person or circumstances is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the~~

invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.

SECTION 4. Effective Date. The ordinance is in full force and effect immediately upon passage by the City Council and training for City Staff.

PASSED THIS _____ day of _____, 2022.

AYES: _____

NAYS: _____

ABSTENTIONS: _____

ABSENT: _____

APPROVED THIS _____ day of _____, 20____.

Mayor

ATTEST: _____
Clerk

EXAMINED AND APPROVED:

Corporation Counsel

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