

To: **Mayor and City Council**  
 From: **Ryan Schroeder, City Manager**  
 Date: **April 12, 2021**

**Discussion Regarding DEI Committee**

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**BACKGROUND INFORMATION:**

At the March 6 Strategic Planning meeting, there was a brief mention regarding possible creation of a Diversity, Equity, and Inclusion committee. At the same time, on March 4, 2021, Council received the enclosed proposal from resident Ken Paulman regarding the same. According to Mr. Paulman, many companies and organizations have DEI committees “to facilitate conversation and promote best practices.” The intent of this agenda item is to explore whether or not such a committee makes sense for West St. Paul and if so, what might be a mission for the committee.

In viewing the proposal as submitted by Mr. Paulman, it is contemplated that there be a site plan review component. Due to the strict adherence to the Comprehensive Plan, Zoning Ordinance and Subdivision Regulations, a site plan review may not be the best use for this committee. Instead, the committee could recommend more global policy and/or ordinance changes to accomplish its goals for development.

If Council moves forward with this or any other committee/commission initiative (Arts Commission has been mentioned recently), Council should be aware that a staffing and budget allocation should be explored. It is estimated that either of these efforts could be a 10 to 15 hour/month commitment plus some initial legal expense with ongoing marketing/communication and meeting expenses.

**FISCAL IMPACT:**

		<b>Amount</b>
<b>Fund:</b>		
<b>Department:</b>		
<b>Account:</b>		

**STAFF RECOMMENDATION:**

Based on discussion.