

Monday, May 11, 2020

Esteemed Council Members and Mayor Treece,

On April 2, 2018, the City Council adopted resolution 48-18 which adopted principles of community for the City of Columbia. Outlined in the principles of community is the express desire to reject all forms of prejudice and discrimination, including those based on age, color, diverse ability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. It is with this understanding that on March 3, 2020 the Commission on Human Rights unanimously passed a motion to send a report to council to recommend that City Council adopt the following proposed changes to Chapter 12 to address contractors conducting business with the City of Columbia:

- I. All contracts of the City obligate the contractor to comply with this Article and with any state or federal laws or regulations relating to unlawful employment practices in connection with any work to be performed thereunder, and require the contractor to include the obligation of such compliance in all subcontracts. City Contractors shall have an employee non-discrimination policy in accordance with the requirements of this Article, and such policy shall prohibit discrimination based upon race, color, religion, sex, national origin, ancestry, marital status, disability, sexual orientation, gender identity or expression, receipt of governmental assistance, alienage or citizenship status, status as a victim of sexual or domestic violence, order of protection status, or any other legally protected category recognized pursuant to the City ordinances, state or federal law.

In addition to operating as one of the criteria for the Human Rights Campaign's Municipal Equality Index, of which the City of Columbia has achieved a perfect score for the last three years, including a contractor non-discrimination ordinance within Chapter 12 of the City Code of Ordinances ensures that we have alignment with the vision, mission and values of the City of Columbia in all areas in which we operate. As a city that takes fair workplaces seriously, requiring City contractors to have non-discrimination policies is essential.

The Commission strongly encourages the Council to adopt the proposed changes to Chapter 12 in order to further underscore our commitment to equity, diversity, inclusion, and to the principles of community.

Thank you,



Andrea Waner  
Chair, Commission on Human Rights