


PROCLAMATION



City and County of Denver

Proclamation No. 21-0878 Honoring the transformative contributions of Kimberly Desmond

WHEREAS, Kimberly Desmond, born in Denver and raised in the Five Points neighborhood where she attended Manual High School, has given thunderous momentum to Denver's commitment to being a more equitable and inclusive city, and Kim credits her passion and unwavering commitment for social justice work to her grandmother, Annie Reeves, who spoke of being raised in the civil rights era during a time in history where Jim Crow laws codified racism; and

WHEREAS, Kim has committed her life to eliminating oppression for marginalized communities by dismantling systemic inequities and structural racism to promote inclusion with policies and practices with a clear antiracism priority, and during her time with the City and County of Denver, Kim has held various leadership roles including Director of the Office of Women & Families, the first Director of the Mayor's Office of Social Equity and Innovation (SEI), and most recently as the Interim Chief Equity Officer, where Kim co-created Executive Order 146 requiring operation of citywide race, social justice and antiracism work for all 13,000 city employees; and

WHEREAS, in May 2017, Kim led the "It's Time 2017: Denver Gender Equity Summit" bringing together government officials, community members, and nonprofit and business sectors to develop specific policy recommendations for advancing gender equity in workplace settings;

WHEREAS, in July 2018 Kim created the City's first Race and Social Justice Initiative under the Agency for Human Rights and Community Partnerships, an initiative that has equipped city agencies with tools to address racial disparities and systemic inequities in city programs, initiatives, policies, and budget decisions, and under Kim's direction Denver has implemented key strategies such as developing a Race and Social Justice Inclusion Academy and citywide Equity Plans; and

WHEREAS, Kim has partnered and worked alongside the Mayor, City and agency leadership, and Denver community to make permanent policy change by modernizing a maternity leave policy for pregnant deputies, expanding gender responsive services to female inmates; creating a policy proposal that launched a citywide gender pay equity analysis impacting 13,000 city employees; and revising the Mayor's Office Discrimination Harassment and Retaliation Policy and Career Service Authority revisions to rules 16 (Code of Conduct) and 18 (Dispute Resolution); and

WHEREAS, Kim's most recent work has included collaboration to replace the term "illegal alien" with "worker without authorization" and prohibition of race-based hair discrimination in the municipal code; and serving in the Emergency Operations Center as the Liaison Branch Section Chief to ensure equitable outcomes were deployed in response to COVID-19 testing, vaccine distribution and addressing economic inequity; and

WHEREAS, Kim's broader civic leadership includes leading the city's Racial Equity Council and serving on the Colorado Department of Public Health and Environment Health Equity Commission, Denver Public Schools Bond Oversight Committee, and Women's Foundation of Colorado's board as a trustee; and

WHEREAS, Kim's lasting legacy in the City and County of Denver is in producing outcomes, and working through resistance, ignorance, and obstacles with her greater and lasting vision in mind and in heart.

NOW THEREFORE, BE IT PROCLAIMED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:

Section 1. That the Council of the City and County of Denver hereby recognizes the service to the citizen's of Denver and thanks Kimberly Desmond for her leadership, vision, and dedication to Office of Social Equity and Innovation to make Denver a place where all residents can thrive.

Section 2. That the Clerk of the City and County of Denver shall affix the seal of the City and County of Denver to this proclamation and that a copy be transmitted to Kimberly Desmond.

PASSED BY THE COUNCIL August 2, 2021



PRESIDENT