

## **RULES OF PROCEDURE**

# City Council

Re: Proposed Revisions to Rule 12. Decorum.

Date: February 11, 2020



## **RULE 12.1. COUNCIL'S INTENT FOR RULE OF DECORUM**

All Council meetings and committee meetings are open to the public. The public's participation is welcomed at Council meetings during the time and in the manner set forth in these rules. The intent of these rules is to:

- (c) Ensure that the public has a full opportunity to be heard during public hearings and public comment periods during Council meetings and committees;
- (f) Develop an atmosphere of civility that is respectful of diverse opinions;



# WHY "ANTI-RACISM"?

- Diversity?
- Multiculturalism?
- Cultural competency?

All three of these center around a “celebrating differences” approach. Cultural competency and diversity training seldom names racism, theorizes power, or critiques systems of institutional oppression.



## **WHY "ANTI-RACISM"?**

Anti-racism, however, by design names racism and seeks to recognize and challenge differentials in access to social and institutional power among white people and people of color.



## RULE 12.1. COUNCIL'S INTENT FOR RULE OF DECORUM

Proposed changes to insert anti-racist language and intent.

**(f)** Develop an atmosphere of civility that is respectful of diverse opinions;

*(f) Promote an an anti-racist culture that interrupts relations of racial inequality by naming and challenging the norms, patterns, traditions, structures, and institutions that keep racism and white supremacy in place.*



**Civility;** *formal politeness and courtesy in behavior or speech. Civility does not imply respect and can be performed in the absence of respect in service of simple tolerance.*

### **WHITE FRAGILITY, WHITE TEARS & MICRO-AGGRESSIONS**

"White people in North America live in a social environment that protects and insulates them from race-based stress. This insulated environment of racial protection builds white expectations for racial comfort while at the same time lowering the ability to tolerate racial stress, leading to "White Fragility."

White Fragility is a state in which even a minimum amount of **racial stress** becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to **reinstate white racial equilibrium.**"

-Robin DiAngelo





**Racial stress** results from an interruption to what is racially familiar. These interruptions can take a variety of forms and come from a range of sources, including:

- People of color choosing not to protect the racial feelings of white people (challenge to white racial expectations and need/entitlement to racial comfort);
- Being presented with a person of color in a position of leadership (challenge to white authority);

**The construct of "decorum" and "civility" are a protective pillow for whiteness and the norm and tradition of white leadership and can be used to insulate white dominance and the institutional power to define what is acceptable.**



# What is the real intent?

Respect

Understanding

Fairness





## RULE 12.2. DECORUM OF MEMBERS

### Proposed change

(f) A member or other speaker may not impugn or demean another member of Council, a city employee or a public speaker.

*(f) A member or other speaker may not demean another member of Council, a city employee or a public speaker.*

**Impugn;** *dispute the truth, validity, or honesty of (a statement or motive);  
to call into question;*

*to assail by words or arguments;  
to oppose or attack as false or lacking integrity*

**Demean;** *to insult; to degrade or put down a person or thing; to lower in  
character, status, or reputation*



## RULE 12.2. DECORUM OF MEMBERS

### Proposed change

(g) The President or the Chair as the case may be shall work closely with Council staff to ensure that members of the audience are not communicating directly with Council or committee members by delivering notes, shouting from the audience or otherwise. Nothing in this rule prohibits city employees from communicating with Council members.

*(g) All communication with councilmembers during a council meeting must go through the council clerk.*



## RULE 12.4. ENFORCEMENT OF PUBLIC DECORUM

### Proposed change

(c) The presiding officer or chair should attempt to provide a verbal warning to any attendee that is violating the rules of decorum, but the verbal warning is not required as a condition of removing an offender from the Council Chambers or committee room.

*(c) The presiding officer or chair should attempt to provide a verbal warning to any attendee that is violating the rules of decorum, but the verbal warning is not required as a condition of removing an offender from the Council Chambers or committee room if there is imminent threat or danger.*



## RULE 12.4. ENFORCEMENT OF PUBLIC DECORUM

### Proposed change

(e) In addition to Rule 12.4 (d) above, upon a majority vote of Council, an attendee who has been removed from a meeting may be excluded from attendance at future meetings for thirty days after the removal. A longer period of prohibition from attendance at Council meetings may be determined by Council by a majority vote, if the attendee has been removed from the Council Chambers or meeting room in the past twenty-four months for violation of these rules of decorum, or the Council determines that the attendee's conduct was so severe as to necessitate a longer period of prohibition.

REMOVE ENTIRELY



## **MORE RESOURCES ON WHITE FRAGILITY, MICRO-AGGRESSIONS & WHITE SUPREMACY UNDERPINNING NORMS OF PROFESSIONALISM**

<https://libjournal.uncg.edu/ijcp/article/viewFile/249/116>

<http://beacon.org/assets/pdfs/DiAngelo-EducatorsProfDevGuide.pdf>

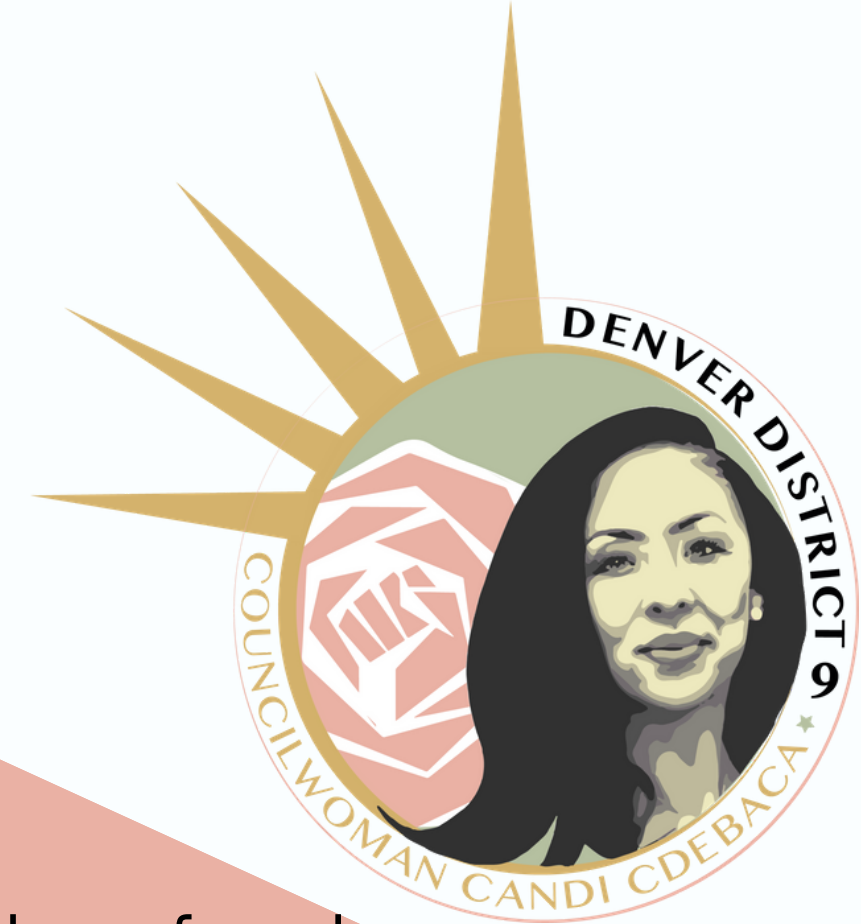
<https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism>

<https://robindiangelo.com/2018site/wp-content/uploads/2016/01/Showing-what-tell.pdf>

[https://ssir.org/articles/entry/the\\_bias\\_of\\_professionalism\\_standards](https://ssir.org/articles/entry/the_bias_of_professionalism_standards)

<https://www.showingupforracialjustice.org/white-supremacy-culture.html>

<https://journals.sagepub.com/doi/abs/10.1177/1745691619893362>



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# Questions?

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