



MEMORANDUM

TO: Mayor and Council Members

FROM: Brion Oaks, Chief Equity Officer 

DATE: October 27th, 2021

SUBJECT: **Staff Response to Resolution No. 20201210-055**

On December 10, 2020 Council passed Resolution No. 20201210-055 directing the City Manager to “work with the City’s Joint Inclusion Committee to craft a social contract for Council adoption, which builds on the Compassion Contract and reflects the City of Austin’s core values.” The City Manager was also directed to report back to Council with the Joint Inclusion Committee’s recommendations. This memo provides the recommendations.

The Joint Inclusion Committee formed a workgroup to draft and submit recommendations and spent the past few meetings editing and finalizing all revisions. The Commission’s recommendation for a Compassion Contract is as follows:

*Be respectful even when disagreeing.
Listen to understand.
Act with good intentions.
Support ideas with lived experiences or evidence.
Critique the idea not the person.
Be open to those who question.
Respect differences in communication and processing styles.*

Please contact ena ganguly (enakshi.ganguly@austintexas.gov), staff liaison to the Joint Inclusion Committee, if you have further questions. Thank you.

CC: Spencer Cronk, City Manager
Anne Morgan, Interim Deputy City Manager
CMO Executive Team
Brion Oaks, Chief Equity Officer