

Vision

City Council District boundaries with the highest probability of ensuring fair representation.

Purpose

To engage in an independent and transparent redistricting process that upholds the public trust, encourages robust community input, honors unique community histories, and uses census data to promote equity and respect of the City's rich diversity.

Guiding Principles

- **Inclusive Community Engagement:** Encourage and actively listen to community input in a manner that includes voices that are historically silenced.
- **Elevate Cultural Diversity:** Respect the unique and rich diversity of our city's communities and cultures.
- **Equitable Decision-making:** Acknowledge and make decisions that work to correct historical wrongs. Ensure our choices promote equity and fair representation.
- **Commitment to Transparency:** Secure and maintain public trust through our actions, choices, and communications.
- **Public Education:** Inform the public about the importance and long-lasting implications of redistricting and its impact on their lives.

Values & Operating Norms

Respect – We strive to create environments where commissioners, staff, and the public can communicate clearly and experience being heard; where cultural and language backgrounds are honored and validated; and, where we are responsible not only for what we say, but also for what we communicate, with the tone we use, and our body language, recognizing that tone and body language communicates judgement and dismissal just as easily as words.

Empathy – We bring to this work compassion, vulnerability, and a commitment to listening and honestly considering ideas and points-of-view that are not our own, knowing everyone has personal biases and as such, openness to other points-of-view can lead one to re-evaluate initial assumptions and come to better conclusions.

Equity – We believe all cultures and lifestyles must be included in our considerations, and we allow for the time and patience to create spaces that are welcoming to under-represented community members. We are committed to just and fair practices. And we are zealous in our advocacy for historically unheard voices to ensure those perspectives are included in our decisions.

Integrity – We believe integrity is achieved when we put forth our best efforts, show up fully and completely, and consciously review and digest all available testimony, comments, anecdotes, and data. We are committed to upholding our oath as Commissioners and to creating an environment where independent decision-making flourishes and Commissioners can safely cast unpopular votes when in the best interest of the community.

Accountability – We believe the core of accountability is transparency about the entire process of redistricting, inclusive of the data and input to be used to make decisions. We are committed to creating a process that: supports vulnerability, facilitates the ability to admit mistakes, where making and keeping commitments is essential, and where being prepared, present, and active is paramount to the quality of decisions we seek to make on behalf of our communities.

Truth – We believe justice is based upon and requires a commitment to the truth. As such, our commitment to justice includes actively seeking out the truth about the experiences of our diverse community, understanding that the city's historical context and institutional realities can influence and impact our decisions.