

RESOLUTION NO. 23-035

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PORT TOWNSEND,
WASHINGTON, ADOPTING AN EQUITY, DIVERSITY, AND INCLUSION
STATEMENT**

WHEREAS, as part of the final report of the Ad Hoc Committee on Public Safety and Law Enforcement, the City Council tasked the City with creating a policy, to be added to the City ethics policy, that “white supremacy or white nationalism and membership in those organizations is not tolerated by all of us (City Council and staff)”; and

WHEREAS, the City Council tasked the City Council Culture and Society Committee with implementing the Ad Hoc Committee on Public Safety and Law Enforcement recommendations; and

WHEREAS, the Culture and Society Committee considered how best to implement the recommendations and as part of their remit, drafted an equity, diversity, and inclusion statement; and

WHEREAS, the Culture and Society Committee, in drafting the equity, diversity, and inclusion statement, researched other municipalities’ similar statements and incorporated suggestions from advisory boards, staff, and community members; and

WHEREAS, the full City Council considered the statement during the April 2023 workshop meeting; and

WHEREAS, the Culture and Society Committee recommended adoption to the full City Council; and

WHEREAS, the statement should be prominently displayed on the City’s website, in the City Personnel Policy Manual, and other appropriate locations;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Port Townsend adopts the following Equity, Diversity, and Inclusion Statement and directs the City Manager to include it on the City’s website, the City’s Personnel Policy Manual, and other appropriate locations:

The City of Port Townsend is committed to and accountable for advancing diversity, equity, and inclusion in all its forms. We embrace individual uniqueness and foster a culture of inclusion that supports both broad and specific diversity initiatives. We value inclusion as a core strength and an essential element of our public service mission. The City of Port Townsend commits to:

- Attracting and welcoming residents and visitors from diverse backgrounds.
- Seeking out and eliminating institutional and unconscious bias in our municipal code and City plans while supporting state and federal nondiscrimination laws regarding daily life in our community.
- Fostering and maintaining a safe environment of respect and inclusion for all residents, employees, and visitors to our community.
- Providing creative programs and environments that reflect the diversity of our community and elevate cultural awareness.

- Ensuring fair and inclusive access to our facilities, programs, resources, and services.
- Ensuring that all our plans, policies, and practices are inclusive and equitable for all our residents and visitors in our delivery of services.
- Attracting, retaining, and developing talented employees and staff from diverse backgrounds and underrepresented communities, and fostering a culture that allows employees to bring their best, unique selves to the City.
- Ensuring equal access to justice and fair treatment for all residents and visitors.
- Partnering with tribal, local, state, and federal governments and nongovernmental organizations to ensure equitable access to programs, resources, and services.

ADOPTED by the City Council of the City of Port Townsend at a special business meeting thereof, held this 12th day of June 2023.

David J. Faber
Mayor

Attest:

Approved as to form:

Alyssa Rodrigues
City Clerk

Heidi Greenwood
City Attorney