

RESOLUTION 2020-078

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO CITY COUNCIL ADOPTING A CITY DIVERSITY POLICY STATEMENT TO PROMOTE RESPECT, UNDERSTANDING AND APPRECIATION OF THE VARIOUS DIVERSE GROUPS THAT MAKE UP THE SAN PABLO COMMUNITY AT ALL CITY-SPONSORED ACTIVITIES, EVENTS, MEETINGS, OPERATIONS. PROGRAMS, AND SERVICES PROVIDED

WHEREAS, the U.S. Census Bureau is required by Article I, Section 2 of the U.S. Constitution to conduct an accurate count of the population every ten years;

WHEREAS, the City of San Pablo has many recognized, diverse population groups represented in the community based on data reflected in the 2010 U.S. Census;

WHEREAS, the City of San Pablo recognizes that success of local government is often based on the organization's ability to adapt, acknowledge, and serve emerging diverse groups in the community;

WHEREAS, the City of San Pablo recognizes the need to appropriately address San Pablo's changing demographics; ensure the City's organization is culturally competent to recognize the unique differences among the various diverse populations in the community it serves and is being more responsive to these new service demands by providing the following programs, including but not limited to: City employee training on cultural competency, City information and publications in a bilingual format, and providing City activities, programs and services in a bilingual format as operationally feasible within current adopted budget parameters to the San Pablo community;

WHEREAS, on March 6, 2017, the City Council adopted Resolution #2017-045 which states:

"...City of San Pablo will continue to promote an atmosphere of respect for all residents and employees and denounce and address hate speech directed at any resident, employee or visitor including immigrants, people of color, Muslims, individuals with disabilities, LGBTQ+ individuals and members of other protected groups." (Excerpt from City Council Resolution #2017-045; Legistar Agenda Item No. #17-0089)

WHEREAS, following adoption of the FY 2019-21 Council Priority Workplan, the City Council adopted a Mission Statement which states:

City of San Pablo Mission Statement:

Dedicated to developing, preserving, protecting the quality of life and cultural diversity for all its residents, while maintaining high quality public services in partnership with our citizens. (Adopted under FY 2019-21 Council Priority Workplan, as amended May 18, 2020)

WHEREAS, the FY 2019-21 Council Priority Workplan, as amended May 18, 2020, contains existing adopted policies under *Major Policy Goal: Enhance Community Resilience*, as follows:

- *Policy #100.2: Continue development of multi-ethnic diversity and awareness in City programs and services;*
- *Policy No. #205 – Civic Engagement;*

WHEREAS, the City's Mission Statement and adopted policies recognize diverse population groups in our community, and that it is the further responsibility of the City organization to fulfill this mission and these policies as adopted by the City Council, and that said policies are critically needed for effective community engagement and City service delivery;

WHEREAS, the City Manager further supports the City Council's adopted Mission Statement through the International City/County Management Association (ICMA) Code of Ethics, contained as an Exhibit to the City Manager's employment agreement, through *Tenet 4: Serve the best interests of the people; and Tenet 11: Equal Opportunity*, including actively recruiting and hiring a diverse, professional staff to support City activities, events, programs and services to the community;

WHEREAS, based on these adopted City Council policies, the City's Mission Statement, and the guidelines contained in City Manager's ICMA Code of Ethics, the City Manager has developed and proposed a City of San Pablo Diversity Policy to signify that the City upholds harmony, civility and respect in all aspects of local government operations, and to bring more awareness to the many diverse groups who thrive in the San Pablo community;

WHEREAS, City of San Pablo operationally promotes respect, understanding, and appreciation of the various diverse groups that make up the San Pablo community at all City-sponsored activities, events, meetings or programs; the policy would formally enable City staff to promote and support diversity in all City-sponsored activities, events, meetings, operations or programs to be non-exclusionary and open publicly to all various diverse groups in the community in accordance with this Policy Statement; and

WHEREAS, on June 19, 2019, the Community Services Standing Committee (Cruz; Xavier) reviewed a DRAFT City Diversity Policy, and unanimously recommended its full consideration and approval by the City Council.

NOW THEREFORE, BE IT RESOLVED the City Council of the City of San Pablo authorizes the following:

1. City of San Pablo City Council adopts a City Diversity Policy to promote respect, understanding, and appreciation of the various diverse groups that make up the San Pablo community at all City-sponsored activities, events, meetings, operations, programs and services provided.

2. The City Council authorizes and abides by all policy statement goals and guidelines as adopted and contained by said Resolution.

BE IT FURTHER RESOLVED that the foregoing recitations are true and correct, and are included herein by reference as findings.

ADOPTED this 15th of June, 2020, by the following vote:

AYES:	COUNCILMEMBERS:	Pineda, Xavier and Cruz
NOES:	COUNCILMEMBERS:	Pabon-Alvarado and Kinney
ABSENT:	COUNCILMEMBERS:	None
ABSTAIN:	COUNCILMEMBERS:	None

ATTEST:

APPROVED:

/s/ LaTanya Fisher
LaTanya Fisher, Acting Deputy City Clerk

/s/ Arturo M. Cruz
Arturo M. Cruz, Mayor