

## RESOLUTION 2019-###

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

WHEREAS, the City of San Pablo recognizes the success of local government is often based on the City organization's ability to adapt, acknowledge, and serve emerging diverse groups in the 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, effective March 1, 2019)*

WHEREAS, the FY 2019-21 Council Priority Workplan, effective March 1, 2019, 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 it is the further responsibility of the City organization to fulfill this mission and these adopted policies as adopted by the City Council,

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

WHEREAS, adoption of said City Diversity Policy would enable the City Council to honor individual City residents who have actively promoted diversity and understanding in the San Pablo community through an annual recognition program to be formally adopted to nominate and select a San Pablo resident(s) for their active promotion of diversity in the San Pablo community, properly administered by the City Manager in conjunction with a designated City Council Standing Committee (i.e. Community Services or other committee as designated by the City Council) on an annual basis.

NOW THEREFORE, BE IT RESOLVED the City Council of the City of San Pablo 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;

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

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ADOPTED this 1<sup>st</sup> day of July, 2019, by the following votes:

AYES: COUNCILMEMBERS:  
NOES: COUNCILMEMBERS:  
ABSENT: COUNCILMEMBERS:  
ABSTAIN: COUNCILMEMBERS:

ATTEST:

APPROVED:

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Patricia Ponce, City Clerk

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Rich Kinney, Mayor