



**FINAL DRAFT:
CITY COUNCIL REVIEW
07/01/19**



City of San Pablo Diversity Policy Statement

Mission Statement

The San Pablo City Council is dedicated to promoting community awareness and acceptance of diversity among all its residents and follows principles contained in adopted San Pablo City Council Resolution No. #2017-045, adopted on March 6, 2017, 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)

The City of San Pablo Diversity Policy Statement works to assure that all residents of our community enjoy a harmonious, healthy environment and that they feel welcome and comfortable in their neighborhood and in their City, and at community activities and events.

For harmony, civility and respect to thrive community-wide, all residents must first be aware of diverse groups other than their own. Individuals must be able to see --to recognize-- the members of all groups other than their own. The process of thinking together about these community engagement issues makes San Pablo residents more aware of social, cultural, racial and other aspects of diversity, leading to positive attitudes and behavior. Respect and appreciation of the culture and traditions of others also leads to a re-discovery and appreciation of one's own culture. Indeed, one of the strengths of American society and culture is its diversity.

Values

The City of San Pablo 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 San Pablo City Council also recognizes the contributions of the many diverse groups in our community as well as the work of individuals who are role models in promoting respect for the diversity of our community. The City of San Pablo shall promote and support all City-sponsored activities, events, meetings or programs to be non-exclusionary, and open publically to all various diverse groups in the community in accordance with this Policy Statement.

Four Guiding Principles of Community Diversity

The San Pablo City Council believes in the following four guidelines to illustrate that San Pablo is a welcoming community that appreciates the broad diversity of our City. These principles will help guide our city and community leaders while promoting diversity awareness and respect for diversity in our community, as follows:

- 1. We believe that healthy communities maintain a comprehensive and balanced program of City activities and services which are open, accessible and relevant to all residents; and***

- 2. We believe in equal education opportunities for all residents; and*
- 3. We believe in equal employment opportunities for all residents; and*
- 4. We believe in equally safe neighborhoods for all residents.*

Annual City of San Pablo Diversity Recognition Award

The San Pablo City Council intends to honor individual(s) City residents of any age who have actively promoted diversity and understanding in the San Pablo community. An annual program should be formally adopted to nominate and select a San Pablo resident(s) for their active promotion of diversity in the San Pablo community should be administered by the City Manager in conjunction with a designated City Council Standing Committee (i.e. Community Services or designated by the City Council) on an annual basis.

#