



## **CITY OF PHILOMATH RESOLUTION 20-11**

### **A RESOLUTION PROCLAIMING INCLUSIVITY**

**WHEREAS**, Philomath strives to be a city based on mutual respect and understanding, part of a community that welcomes and values all residents, treating everyone with human dignity and respect; and

**WHEREAS**, all people, regardless of race, color, ethnicity, national origin, religion, disability, sex, gender expression, gender identity, sexual orientation, marital status or age, live and work together within Philomath and bring pride to our community; and

**WHEREAS**, racism, intolerance, bigotry, and fear lead to discrimination and discord, which threatens the health, safety and resiliency of our community; and

**WHEREAS**, the City of Philomath welcomes all people who recognize the rights of individuals to live their lives with dignity, free of racism, discrimination, intolerance, bigotry, and hostility.

**NOW, THEREFORE, BE IT RESOLVED** by the Common Council of the City of Philomath that this governing body:

1. Commits to the principles, assurances, philosophy, administration and implementation of Civil Rights compliance laid out through the Civil Rights Act of 1964, the Voters' Rights Act of 1965, and the Americans with Disabilities Act of 1991; and
2. Commits to ensuring that all public plans, policies, programs, services and activities be designed, implemented, evaluated and delivered in a manner that advances equity, improves quality of life, and reduces disparities; and
3. Condemns racism and those who display racism, discrimination, intolerance, bigotry, and hostility; and
4. Does not tolerate expressions or acts of hostility, intimidation, or harassment, and, instead, is committed to the elimination of all forms of racism everywhere it exists; and
5. Denounces violence against people of color; and
6. Affirms the principle that all Black lives matter; and

7. Affirms that Philomath is a welcoming city to all, regardless of race, color, ethnicity, national origin, religion, disability, sex, gender expression, gender identity, sexual orientation, marital status or age; and
8. Affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing; and
9. Commits to examining racism within our city, city government, and city leadership. As community members, city staff and elected or appointed officials, we commit to seeking out training opportunities to assist in identifying and eliminating racism within our city; and

BE IT FURTHER RESOLVED that in recognition of the importance to make continuing efforts to achieve these commitments, the Philomath City Council shall annually review, update and reaffirm this resolution at the first meeting of the City Council in June, beginning in June of 2021.

PASSED by the Council this 13th day of July 2020.

APPROVED by the Mayor this 13th day of July 2020.

SIGNED:  
Eric Niemann, Mayor

ATTEST:  
Ruth Post, MMC, City Recorder