

COUNCIL RESOLUTION No. 28-2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, COMMITTING TO CREATING AN ENTIRELY EQUITABLE CITY AND EXPRESSING SOLIDARITY WITH OUR BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) NEIGHBORS.

WHEREAS, Black, Indigenous and People of Color are vital members of our society, whose innumerable contributions to the very fabric of our nation have far too often been overlooked, diminished, or dismissed; and

WHEREAS, Black, Indigenous and People of Color have suffered horrific inequities and crimes against humanity in this country for centuries, including slavery, slaughter, rape, theft of land and property, medical experimentation, forced relocation, denial of basic human rights, and restriction from generational wealth building; and

WHEREAS, the Milwaukie 2040 vision calls for a flourishing city that is ENTIRELY EQUITABLE, delightfully livable, and completely sustainable for ALL residents; and

WHEREAS, we have undertaken work to achieve that vision through our efforts in writing a new Comprehensive Plan that will begin to reverse code and zoning provisions that have disenfranchised our BIPOC neighbors for almost a century; and

WHEREAS, the city is committed to creating a city government that reflects the diverse experiences of our Milwaukie community including, but not limited to, our workforce and boards and commissions; and

Now, Therefore, be it Resolved that the City Council of the City of Milwaukie, Oregon, further commits to the pursuit of an entirely equitable Milwaukie by making Equity, Inclusion, and Justice one of its three Council goals.

Now, Therefore, be it Resolved that through this goal, the City Council commits to pursuing the following outcomes:

- Creating a citywide culture that seeks to understand and address the barriers to equity and inclusion faced by our historically under-represented residents. This will include supporting the broader community in meaningful engagement with equity and inclusion work.
- Ensuring the removal of systemic racism from our laws, ordinances, and policies through robust two-way communication with Milwaukie's BIPOC community in all aspects of city governance.
- Creating systems and opportunities designed to develop and foster trust in the Milwaukie Police Department's commitment to the safety and well-being of all residents, and especially our BIPOC residents.
- Increasing participation from historically under-represented populations on our boards and commissions.

- Determining the city's success based on qualitative measures of BIPOC community members feeling respected, safe, and heard.
- Conducting listening sessions and creating subsequent changes to city practices, policies, and codes.
- Working on relationship-building with Milwaukie's BIPOC community and defining the next steps forward for this work.
- Funding equity, inclusion, and justice training for all staff, including the police department, and for related training to achieve this goal.
- And, furthering our own education about systemic racism.

Introduced and adopted by the City Council on **May 4, 2021**.

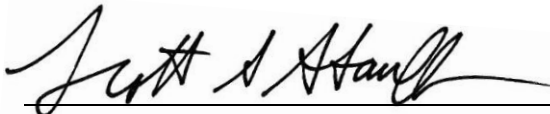
This resolution is effective immediately.



Mark F. Gamba, Mayor

ATTEST:

APPROVED AS TO FORM:



Scott S. Stauffer, City Recorder



Justin D. Gericke, City Attorney