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Title: RESOLUTION REAFFIRMING DULUTH'S COMMITMENT TO THE VALUES OF INCLUSION, EQUITY AND JUSTICE IN OUR COMMUNITY AND CHARTING A PATH FORWARD TOWARD GREATER COMMUNITY UNDERSTANDING.

Sponsors: Renee Van Nett, Gary Anderson

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RESOLUTION REAFFIRMING DULUTH'S COMMITMENT TO THE VALUES OF INCLUSION, EQUITY AND JUSTICE IN OUR COMMUNITY AND CHARTING A PATH FORWARD TOWARD GREATER COMMUNITY UNDERSTANDING.

BY COUNCILOR VAN NETT AND COUNCILOR ANDERSON:

WHEREAS, Duluth is committed to building a community that is civil, inclusive and just. Duluth's Human Rights Ordinance, Chapter 29C of the Duluth City Code, prohibits discrimination based on race, color, creed, religion, national origin, age, sex, sexual orientation, marital status, status with respect to public assistance, disability and familial status; and

WHEREAS, the City of Duluth has worked hard to address historical incidents of racial violence and discrimination in our community. The Clayton Jackson McGhie Memorial is an example of our community's effort to acknowledge our difficult past and educate our children about our nation's racial, ethnic and historic connections; and

WHEREAS, there have been recent incidents of concern across the country and in Duluth. Within the past few weeks, posters promoting a national hate group were placed in Leif Erikson Park. We have also had racist and homophobic graffiti in local high schools; and

WHEREAS, the aftermath of systemic racism still lingers in our community. For instance, more than three quarters of Duluth's Black and Indigenous populations live in our western neighborhoods, while other racial groups are more evenly dispersed throughout the entire city. This is a legacy of government "redlining" and discriminatory lending practices ; and

WHEREAS, because Duluth is a community that values inclusivity, equity, and respect we are willing to invest resources to undo institutional and systemic injustice; and

WHEREAS, the Duluth human rights commission is tasked with fostering awareness, education and guidance on methods to discourage and eliminate discrimination citywide.

NOW, THEREFORE BE IT RESOLVED that the City of Duluth reaffirms its commitment to continue to pursue policies that foster inclusion, equity and justice.

FURTHER RESOLVED, that the council requests that the administration make it a priority to develop an implicit bias and diversity training for city staff with the goal of maintaining a welcoming environment and strengthening community bonds.

FURTHER RESOLVED that the council asks the human rights commission to work with the community to promote the values expressed by the council in this resolution, to provide a forum for community storytelling on these issues, and to report back to the council within a year on the commissions actions, ideas and findings on how we can do better.

STATEMENT OF PURPOSE: The purpose of this resolution is to reaffirm the city's commitment to the values of inclusion, equity and justice.