

RESOLUTION NO. 93-18

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA, IN
SUPPORT OF SYSTEMATICALLY AND DELIBERATELY APPLYING A RACIAL
EQUITY LENS IN DECISION-MAKING**

WHEREAS, the City of Richmond City Council embraces the great diversity in the City;
and

WHEREAS, the City Council recognizes the history of racism in our country and how it
has led to many current day disparities in education, employment, housing, health and
disproportionate incarceration rates for people of color; and

WHEREAS, the City Council recognizes that racial inequities have become
institutionalized in the policies and practices of many agencies, governmental and otherwise; and

WHEREAS, the City Council recognizes that issues of racial equity must be addressed
proactively and deliberately in the course of decision-making to increase the success for all
groups; and

WHEREAS, the City Council approved the City of Richmond membership in the
Government Alliance on Race and Equity national network and the forming of a Richmond
Team comprised of staff members from various departments and divisions in December of 2015;
and

WHEREAS, the City Council and City Manager encourages the participation of City
departments, department heads, and city staff in activities promoted or initiated by the Richmond
GARE Team; and

WHEREAS, the City Council recognizes the need to examine seemingly neutral policies
and practices to determine whether they are contributing to racial inequity and where needed
change or elimination of a policy or practice; and

WHEREAS, the City Council will engage in open and honest dialogue with experts on
the subject of racial equity and with each other during forums such as city council retreats,
community forums, governmental meetings or other appropriate sessions; and

WHEREAS, the City Council is interested in exploring and instituting methods that have
worked in cities around the country to update, eliminate, or create governmental policies,
practices and programs specifically to dismantle existing racial disparities; and

WHEREAS, the City Council acknowledges potential difficulties in assessing the impact
of decisions on race equity, but is committed to applying a racial equity lens in a systematic way
in its decision-making processes with the goal of continuing to build an inclusive, equitable
community and ensure a vibrant and healthy community for all Richmond residents; and

WHEREAS, the City of Richmond will continue to work toward equitable outcomes in
the areas of health, human resources, community services and community engagement, housing
and open space; and

WHEREAS, the City of Richmond will work toward providing citywide training to
educate city employees on implicit bias and race equity because all city services impact efforts
to provide equitable outcomes for the community; and

NOW THEREFORE BE IT RESOLVED, that the City Council of the City of Richmond hereby commits itself to systematically and deliberately applying a racial equity lens in its decision making henceforth and expects the participation and support of all city departments.

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held December 4, 2018, by the following vote:

AYES: Councilmembers Beckles, Choi, Martinez, Myrick, Recinos, Vice Mayor Willis, and Mayor Butt.
NOES: None.
ABSTENTIONS: None.
ABSENT: None.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

TOM BUTT
Mayor

Approved as to form:

BRUCE GOODMILLER
City Attorney

State of California }
County of Contra Costa } : ss.
City of Richmond }

I certify that the foregoing is a true copy of **Resolution No. 93-18**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on December 4, 2018.



Pamela Christian, Clerk of the City of Richmond