

RESOLUTION NO. NS-29,XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA CRUZ
RECOGNIZING THE HISTORY AND CURRENT EXISTENCE OF RACISM AND WHITE
SUPREMACY IN THE COMMUNITY, REVIVING THE HEALTH IN ALL POLICIES
COMMITTEE, AND DIRECTING THE HEALTH IN ALL POLICIES COMMITTEE TO
RETURN TO THE COUNCIL WITH CONCRETE, ACTIONABLE STEPS TO WORK
TOWARD BUILDING A MORE JUST, INCLUSIVE, AND SAFE COMMUNITY

WHEREAS, expressly defining racism, white supremacy, equity, racial equity, and anti-hate is the foundation in which we will identify our past and historical wrongs, acknowledge our current reality, and identify opportunities to respond and realize a safe and inclusive community;

WHEREAS, the Council recognizes racism as a marriage of racist policies and racist ideas that produces and normalizes racial inequities;

WHEREAS, the Council recognizes white supremacy as the idea (ideology) that white people and their ideas, thoughts, beliefs, cultural norms, and actions are superior to People of Color and their ideas, thoughts, beliefs, cultural norms, and actions;

WHEREAS, throughout the United States' history, the hallmarks of American democracy – opportunity, freedom, and prosperity – have been largely reserved for white people through the intentional exclusion and oppression of People of Color. The deep racial and ethnic inequities that exist today are a direct result of structural racism: the historical and contemporary policies, practices, and norms that create and maintain white supremacy;

WHEREAS, the Council recognizes equity as both an outcome, and a means to an end. Equity is the just and fair inclusion into a society in which all can participate, prosper, and reach their full potential regardless of race, ethnicity, gender identity, sexual orientation, age, disability or functional impairment, or geographic location, or the combination of any of these factors. “Inequities” are unfair, avoidable, and unjust differences that are created when systemic barriers prevent individuals and communities from reaching their full potential based on the social determinants of health;

WHEREAS, the Council recognizes racial equity as the condition that would be achieved when race can no longer be used to predict life outcomes;

WHEREAS, the Council recognizes anti-hate as opposing or countering hate. Anti-hate action means a commitment to treating all individuals and groups as equally worthy;

WHEREAS, Santa Cruz has a long history of organized racism and hate toward People of Color, including Black, Indigenous, Latinx, Asian American, and Pacific Islander populations;

WHEREAS, the City of Santa Cruz is a community of diverse people;

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WHEREAS, the City Council recognizes that despite the current equity and inclusion efforts, hurtful and hateful acts of racism and white supremacy have historically occurred in the city and county of Santa Cruz, and continue to be experienced by People of Color, and these acts have caused harm and contradict our values;

WHEREAS, immigration policies based on white supremacy and discrimination have impacted the well-being of Spanish speaking, African, Asian Pacific Islander and Indigenous language speaking undocumented and mixed status families in our community who continue to live in fear and face racism, discrimination, and intolerance;

WHEREAS, the City Council condemns all forms of racism, discrimination, ethnic oppression, and racist actions against any members of our community;

WHEREAS, all community members have the right to live, visit, and work in a safe environment free of racism, discrimination, intolerance, verbal and physical attacks, and threats of physical violence;

WHEREAS, Councilmembers have a responsibility to promote, protect, and ensure equity and inclusion in our roles as providing local governance at the City of Santa Cruz;

WHEREAS, the City of Santa Cruz has declared racism a public health crisis;

WHEREAS, City property and a public art installation, the Black Lives Matter Mural, has been vandalized, and the Santa Cruz Police Department has sought charges for felony vandalism, with hate crime enhancement;

WHEREAS, the Santa Cruz County District Attorney's office is pursuing felony vandalism, with hate crime enhancement for the damages to the Black Lives Matter Mural;

WHEREAS, People of Color from the larger Santa Cruz community have presented the Council with specific requested actions in defining and addressing racism in our city;

NOW THEREFORE, BE IT RESOLVED that the Santa Cruz City Council supports creating a city-wide climate that reflects an anti-racist, anti-discriminatory, mutually respectful community where individual freedoms are respected; and

BE IT FURTHER RESOLVED, that data identifying white supremacy and hate crimes in the City of Santa Cruz over the past 5 years must be analyzed to understand developing trends, and must be compared to other neighboring cities and similar counties. To obtain this data, the Council directs the Public Safety Committee provide this data and a supporting report to Council; and

BE IT FURTHER RESOLVED, that the Council directs the Public Safety Committee to provide information on current and possibly new public safety protocols ensuring the safety of all People of Color (including Black, Indigenous, Latinx, Asian American, Pacific Islander populations) and report back to Council; and

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BE IT FURTHER RESOLVED, that the Health in All Policies (HiAP) work plan, actions, and policies that serve as an integrated roadmap toward a more healthy, equitable, and sustainable Santa Cruz will be utilized to implement action steps;

BE IT FURTHER RESOLVED, that in partnership with People of Color including Black, Indigenous, Latinx, Asian American Pacific Islander leaders, a set of action steps have been identified for the City of Santa Cruz to pursue beginning in 2022:

- Conduct authentic community engagement with communities of color that includes, but is not limited to, increasing access to government decision makers, and engaging with the communities prior to making decisions.
- Serve as a resource to People of Color towards existing resources for People of Color agencies and community members.
- Review City of Santa Cruz codified ordinances and proposed ordinances with a racial equity lens.
- Support resources for racial equity processes and outcomes including to leaders of color serving communities of color, building capacity in the understanding of racism and equity and their impacts on community well-being, and engagement with trusted messengers who reflect the communities they serve.
- To develop a pipeline of People of Color in civic leadership positions, by identifying and addressing barriers to access, increased outreach to diverse organizations when recruiting for city commissions and committees that includes measurable metrics to strengthen the reflection of the community on all levels.
- Provide support and necessary resources internally for ongoing diversity equity and inclusion efforts to recruit and retain a workforce broadly reflective of the community; continuing the work of the City of Santa Cruz Equal Employment Opportunity Committee (EEOC) and to also include annual reporting regarding Harassment/Discrimination and Respectful Workplace Conduct, City Workforce and Census Demographics data; and the creation of an internal City-wide Diversity/Equity/Inclusion statement.
- Pursue cross-sector and cross jurisdiction partnerships within Santa Cruz County and alignment in dismantling white supremacy, fortifying our commitment to fostering anti-racist and anti-discrimination community culture, and celebrating and highlighting past and existing culture and leadership of People of Color community members.
- Pursue designation as a Not In Our Town Gold Star City and endorse United Against Hate Week beginning in 2021.
- Join the Government Alliance for Racial Equity (GARE) national network, consistent with the HiAP workplan.

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- Provide on-going training, consistent with EEOC, HiAP and the mission of the Human Resources Department, and capacity building for public servants, employees, and partners that will deepen the understanding of racism, white supremacy, and equity practices and will support reflection of deeply held beliefs and assumptions.
- Analysis of City budget with an equity lens with regards to how the city is investing in programs, agencies, initiatives that uplift communities of color.

BE IT FURTHER RESOLVED, that in order to assess and accomplish these proposals, the Council refers this to the City Manager Office for evaluation of the role of the Health in All Policies (HiAP) Committee for conducting this work.

BE IT FURTHER RESOLVED, that the City Manager Office is directed to assess the proposals listed above and return to the Council with a timeline for the action steps and associated costs.

PASSED AND ADOPTED this 9th day of November 2021, by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

APPROVED: _____
Donna Meyers, Mayor

ATTEST: _____
Bonnie Bush, City Clerk Administrator