

CITY OF ALAMEDA RESOLUTION NO. _____

DRAFT

Whereas the City of Alameda in the past, adopted Resolution No. 12944 in 1997, Declaring the City of Alameda A Hate-Free City, is committed to creating a safe and inclusive community where all residents can live and work free from discrimination, abuse, violence, exploitation, and fear; and

Whereas the City of Alameda in the past, adopted Resolution No. 15684 in 2020, Declaring Racism a Public Health Emergency further committing to promote equity and justice, recognizes the harm caused by racism, prejudice, and bigotry, which undermine the well-being and dignity of individuals and communities; and

Whereas the COVID-19 pandemic has exposed and exacerbated long standing inequities in our society, disproportionately impacting communities of color and highlighting the urgent need to address systemic and structural racism as a public health emergency; and

Whereas the City of Alameda acknowledges its responsibility to address racism as a fundamental threat to public health, safety, and welfare; and

Whereas the City of Alameda recognizes that promoting equity, inclusion, and diversity are essential to creating a just and thriving community;

NOW, THEREFORE, BE IT RESOLVED on _____ that:

The City of Alameda commits to taking proactive steps to dismantle systemic and structural racism, including but not limited to:

1. Committing to a cycle of continuous evaluation, public transparency, and policy evolution, wherein the City will regularly assess equity outcomes, solicit community feedback, and revise strategies to ensure meaningful, sustained progress toward racial justice.
2. Incorporate community-led participation into the Social Service Human Relations Board (SSHRB) Community Needs Assessment by supporting independent community workgroups and partnering with schools, city departments, and BIPOC-led grassroots organizations to ensure that the lived experiences and policy priorities of communities of color directly inform the Community Needs Assessment.
3. Recommend the City Manager's Office create a work group with representatives from every City department to adopt and report on annual Racial Equity Action Plans that include assessments, performance benchmarks, strategies for addressing service inequities, and accountability measures. These plans will be reviewed and evaluated by the Social Service Human Relations Board (SSHRB).
4. Empowering City leadership to actively support the mission of Alameda United Against Hate by amplifying inclusive civic values, fostering a culture of belonging, promoting restorative justice practices, and confronting systemic injustice wherever it exists.

5. Once confirmed by the Needs Assessment, provide restorative justice for the group that is the most disproportionately impacted by racial discrimination and bias.

Adopted by the City Council of the City of Alameda on [date]