

## Joint Resolution of the City of Hastings City Council, and the Hastings Public Schools Board of Education

We have gathered on the 29<sup>th</sup> day of April 2018 to resolve and proclaim our common beliefs, aspirations, and commitments to ensure that Hastings is a safe and caring community for all persons.

Whereas... diversity may be identified based on any factor including, but not limited to ethnicity, race, sexual orientation, religion, language competence, socioeconomic status, physical health, mental health, gender identification, age, cognitive ability, physical ability, cultural affiliation, immigration status, family structure, or employment status.

Whereas... we acknowledge that Hastings enjoys a rich heritage because of the contributions from diverse persons in the past. The population is continually becoming more diverse, and the common understanding of diversity is continually broadening. We know that this diversity will continue to evolve and increase. We accept our obligation to be well informed and ready to meet the needs of our ever-changing population.

Whereas... we appreciate the diverse perspectives, contributions, and talents of all people; and we believe that we are better, stronger, and more resilient collectively because we are diverse.

Whereas... discrimination occurs when any person is treated differently based on their diverse status. We believe that no person should be treated in a negative way because of their diverse status.

Whereas... we will not accept intolerance, discrimination, or harassment toward any person because of their diverse status. We are all weakened when any citizen, student, neighbor, colleague, client, customer, visitor, or community member is degraded.

Whereas... equity enables all persons to participate fully. Equity provides for the fair treatment of all people by intentionally considering barriers to access and working to eliminate the barriers that limit full involvement in our community.

Whereas... equity is provided through individual actions and systemic procedures and practices that ensure access to all of the resources needed for a person to be healthy, connected, and productive.

Whereas... providing equitable access for all requires systemic change and continuously reflective practices in formal organizations.

And, whereas... providing equitable access requires individual persons to consider their own innate biases and question how those biases affect their day-to-day interactions with others.

Therefore... as elected officials, we will systemically defend the rights and privileges of every person to fair treatment and full access.

Therefore... we will consider the disaffected and unempowered people we serve. We will consider the impact of our decisions and represent their needs and perspectives as we work to serve our constituents. We will not accept intolerance, discrimination, or harassment. We will advocate for the people we serve whether they are present or absent as we make decisions.

Therefore... we will continue to monitor and evaluate quantitative and qualitative data that will help us to accurately understand the diversity in Hastings and the experiences of the diverse persons we serve.

Therefore... we will share information regarding diversity and equity with the community through publications, trainings, and educational programs.

And, therefore... be it resolved and proclaimed that Hastings will rise to be a community where all persons will receive fair treatment and full access. In Hastings, "All are Welcome!"