

Resolution No. 10-21

Resolution: To endorse and commit to the establishment of government policies and practices that promote racial and ethnic equity and social justice.

WHEREAS, the Mayor and Council of Rockville embrace the great diversity in the city and seek to maintain its identity as being one of the Most Livable cities in America; and

WHEREAS, the Mayor and Council recognizes the history of racism in our country and how it has led to many current-day disparities in education, job attainment, housing and healthcare, as well as disproportionate incarceration rates for people of color; and

WHEREAS, the Mayor and Council recognizes that racial inequity is institutionalized with systematic racism in the policies and practices in governmental institutions. Systemic and institutionalized racism is so commonly accepted in our laws, rules, policies, behaviors, attitudes, and practices that it establishes and imposes statistically-significant perpetual hardship, and even shortened life spans for persons of color; and

WHEREAS, the Mayor and Council recognizes that many regulatory and policy-oriented tools allowed and perpetuated racial disparity. Such regulatory and policy-oriented tools may have included the use of zoning laws that supported neighborhood redlining, municipal disinvestment in the Black and Latino communities, and a history of bias in the provision of government services and programs. Such policies have contributed to the decline in historically Black and Latino neighborhoods; and

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

WHEREAS, the Mayor and Council recognizes the need to examine policies and practices to determine whether they are contributing to racial inequity and, where needed, change or eliminate the policy or practice that are in need of modification or elimination; and

WHEREAS, the Mayor and Council commits to becoming an equity and justice-oriented organization, with the Mayor and Council and the City's leadership continuing to identify activities to further enhance racial and ethnic equity and social justice, and to ensure the application of anti-racism principles across Council leadership, staffing, contracting and participation in City activities; and

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

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

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NOW, THEREFORE, BE IT RESOLVED that the Mayor and Council expresses support for policies that effectively reduce and eradicate implicit bias, and that advance diversity, cultural competency, fairness, and equity in all City government operations and regulated activities.

BE IT FURTHER RESOLVED that the Mayor and Council commits itself to systematically and deliberately applying a racial and ethnic equity lens in its decision-making process to build a community that is inclusive, equitable, prosperous, and healthy for all; and

BE IT FURTHER RESOLVED that the Mayor and Council commits to review existing policies and practices that may be contributing to racial and ethnic inequities, and to make changes to eliminate the disparities in the areas of health, economic enrichment, education, housing, and justice within the municipal code.

BE IT FURTHER RESOLVED that the Mayor and Council expresses support for policies that effectively reduce and eradicate implicit bias, and advances diversity, cultural competency, fairness, and equity in all City government operations and regulated activities.

I hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Mayor and Council at its meeting of July 12, 2021.



Sara Taylor-Ferrell,
City Clerk/Director of Council Operations