

RESOLUTION NO. 31-2020

San Juan County Resolution Affirming Commitment to a Safe and Inclusive Community

A RESOLUTION that proclaims the San Juan County Council's commitment to providing a safe and inclusive community for all county employees, elected officials, and residents of race, color, national origin, creed, religion, sex, sexual orientation including gender expression or identity, marital status, age, military status, disability, and immigration status. We strive to acknowledge, dismantle, and eradicate systemic racism, bigotry, and prejudice for all residents, particularly populations of marginalized identities such as members of Black, Indigenous and People of Color (BIPoC), LGBTQ+ communities. We support organizations that commit to fostering safety and inclusion and will not support organizations that perpetuate racism, ageism, sexism, and other forms of bigotry, discrimination, and prejudice.

WHEREAS, the San Juan County Council recognizes that the diversity of the communities we serve is one of our greatest strengths and celebrates the many languages and dialects spoken by the people we serve, and;

WHEREAS, the San Juan County Council is aware of the many barriers -- linguistic, cultural, fear of being targeted due to immigration status -- faced by many members of the Latinx, and other communities, in accessing public services, including those intended to promote and protect community safety and well-being; as well as the higher levels of county employee and community anxiety, fear, and trauma due to the current national political climate, and;

WHEREAS, the San Juan County Council recognizes that our history teaches us that our citizenry can overcome the fear, miseducation and isolation that begets hate, can uphold the rights and dignity of all members of our communities, and that we must never enable those who would act otherwise, and;

WHEREAS, the San Juan County Council recognizes this affirmation encompasses a body of work and philosophy developed over the past 56 years by the passage of the 1964 Civil Rights Act, and the 1964 Economic Opportunity Act, and that, with humility, seek to continuously improve our approach and outcomes related to diversity, equity, and inclusion. This affirmation also asserts that we are a stronger, more humane and successful organization and community because of this commitment and that we are steadfast and transparent in our purpose and determination to defend our values and thus our county employees' and resident's' safe access to our services and facilities free of prejudice, hate, or violence;

NOW, THEREFORE, BE IT RESOLVED, by the County Council of San Juan County, state of Washington, holds as inviolable the highest calling threaded through our nation's Declaration of Independence and Constitution that all people are created equal; that their Creator endows them with certain unalienable rights; that among these are life, liberty, and the pursuit of happiness, and;

BE IT FURTHER RESOLVED that the San Juan County Council, hereby affirms these core values in guiding our conduct:


- Equity: We honor and support each resident's and each county employee's right to well-being, safety, justice, fairness, and access to learn and succeed.
- Diversity: We embrace individual differences and uniqueness as an essential asset; we are inclusive and treat our differences as a core strength.
- Collaboration: We believe in learning and working together, the values of diverse views, and the power of collective wisdom.
- Respect: We value differences among people and treat each other with respect.
- Integrity: We act in good faith, serving residents and other stakeholders with honesty and dignity. We serve as stewards of the public trust.
- Empathy: We develop community by consistently listening to, sharing with, and being supportive of others.
- Learning: We believe everyone can learn and achieve to high standards.
- Accountability: We accept an obligation and willingness to be responsible for our behaviors and actions.

ADOPTED this the day of September 2020.


ATTEST: Clerk of the Council

**COUNTY COUNCIL
SAN JUAN COUNTY, WASHINGTON**

 9.29.20
Ingrid Gabriel, Clerk Date


Rick Hughes, Chair
District 2

REVIEWED BY COUNTY MANAGER


Bill Watson, Vice-Chair
District 1

 10/1/2020
Michael J. Thomas Date

RANDALLK.GAYLORD
APPROVED AS TO FORM ONLY


Jamie Stephens, Member
District 3

By: _____ Date