

RESOLUTION No. ____

All Alexandria: Committing to Race and Social Equity

WHEREAS, Alexandria's history mirrors our country's past and is built upon a foundation of interpersonal and systemic racism; and

WHEREAS, Alexandria acknowledges that the shoreline of the Potomac River where Alexandria is located today has been a lush and resourceful home for centuries to Indigenous Peoples ~~who we now refer to as the Tauxenents and the Nacotehtanks~~ of the Conoy paramount chiefdom and the nearby Powhatan paramount chiefdom, long before the modern community was founded; and

WHEREAS, Indigenous Peoples are the original victims of physical violence and oppression through forced removal and illegal confiscation of their native lands for the purposes of settlement and colonization by European settlers, which laid the foundation for the dehumanization and systemic discrimination of other human beings of color; and

WHEREAS, Alexandria acknowledges its part in the domestic slave trade, and as a place of refuge for thousands escaping the bondage of forced enslavement during the Civil War, and as a home of Jim Crow, where two known lynchings of African American teenagers Joseph McCoy and Benjamin Thomas in 1897 and 1899 respectively occurred, and a City that resisted peaceful efforts by African Americans to open public facilities to *ALL Alexandrians*; and

WHEREAS, Alexandria has continued to evolve into a diverse community of over 145 nationalities and ethnic backgrounds, this legacy of racial oppression and white supremacy resulted in unequitable practices and policies and created systemic marginalization, particularly of People of Color, that still impacts our community. Alexandria's Indigenous, Black, Latino, Asian, multi-racial, multi-ethnic and immigrant communities continue to experience disparate outcomes across all measures of wellbeing; and

WHEREAS, systemic and institutional racism are the conduit by which other forms of oppression, ableism, ageism, sexism, homophobia, transphobia, xenophobia take root; and

WHEREAS, people who live, ~~and~~ work and visit in Alexandria today continue to experience bias, discrimination, and unequal outcomes and/or treatment in every field and sector including but not limited to government, housing, employment, environment, wealth, healthcare, education, transportation, the legal system; and

WHEREAS, today Alexandria recognizes, acknowledges and is atoning atones for its past actions and policies that excluded, targeted, or oppressed people due to their color, race, national origin, ancestry, gender, gender identity, age, ~~religion~~ ethnicity, religion, ability, culture, sexual orientation, ethnicity, language; and

WHEREAS, every Alexandrian must reckon with the City's historical past as well as our explicit and implicit involvement and contributions to the institution of American slavery and the subsequent and deeply rooted racial inequities of today; and

WHEREAS, Alexandria must act deliberately, thoughtfully and thoroughly to end racial injustices and structural inequities by frank examination and fair and just inclusion for *ALL Alexandrians*; and

WHEREAS, Alexandria recognizes that meaningful community involvement, input and investment is both desired and necessary to identify, explore, develop and implement policies, measures, and accountability in the pursuit of fair and equitable outcomes for *ALL Alexandria*; and

WHEREAS, Alexandria recognizes a ~~common citizenry~~ shared community with the Alexandria City Public Schools and the urgent need to align our movements toward around race and social equity; and

WHEREAS, community-centered, community-driven strategies and solutions can provide valuable and innovative partnerships and create lasting change; and

WHEREAS, through engaging in holistic restorative justice work, *ALL Alexandria* can begin healing from generations of racial trauma; and

WHEREAS, we seek and embrace a multi-racial, anti-racist, intersectional, intergenerational, community where *ALL Alexandrians* truly thrive; and

WHEREAS, the emerging diversity of our community is our strength and is to be uplifted, while our inclusivity must be genuine and codified for the betterment of *ALL Alexandrians*.

WHEREAS, we recognize ourselves as one interconnected, interdependent human family that celebrates and honors the diversity of *ALL Alexandrians*; and

WHEREAS, we invite our entire community to work in collaboration with the City to achieve this vision for *ALL Alexandria*.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF ALEXANDRIA, VIRGINIA THAT:

1. The City of Alexandria shall adopt and promote practices and policies centered on creating and ensuring racial and social equity through the use of racial equity tool; and
2. The City of Alexandria government and its departments, in collaboration with members of the community will:
 - A. Establish specific, measurable, attainable, relevant time-based (SMART) goals and equity action plans for City departments;
 - B. Conduct race and social equity trainings for City Council, City staff and City boards and commissions;
 - C. Incorporate race and social equity into all staff and leadership talent management programs;
 - D. Develop equity data mechanisms, including equity indicators, equity mapping, and dashboards to transparently monitor, share, view, and inform policy decisions that purposefully work toward reducing and eliminating disparities; and
 - E. Incorporate greatly expanded language access into more City of Alexandria communications and platforms; and
 - F. Center race and equity throughout citywide and departmental strategic planning processes; and-
 - G. Create authentic community engagement best practices for use in evaluating City actions from creation to implementation; and
 - H. Collaborate with Alexandria City Public Schools to intentionally align strategic actions and plans that center race and social equity for the benefit of youth and families.
 - ~~E.~~
3. The City of Alexandria government will work to reduce and eliminate racial and social inequities through the use of a budget equity tool which may entail the adjusting of budgets and the reallocation of funding; and
4. The City of Alexandria will establish, strengthen and maintain key partnerships with community-based, non-profit, and faith-based organizations, and businesses in Alexandria to advance racial equity; and

5. The City of Alexandria under the direction of the Race and Social Equity Officer, in the City Manager's Office will develop quarterly listen and learn sessions to establish ongoing —conversation with community to understand their most pressing issues and to normalize the key concepts of race, social equity and government through collective learning opportunities.

5.6. The City of Alexandria government will maintain membership and active participation in the Government Alliance on Race and Equity (GARE) and Metropolitan Washington Council of Governments' Racial Equity Work Group and newly established Chief Equity Officers Committee.

Adopted: January ~~23XX~~, 2021

JUSTIN M. WILSON, MAYOR

ATTEST:

Gloria A. Sitton, CMC City Clerk