

RESOLUTION R2023-\_\_

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, APPROVING THE 2022 EQUAL EMPLOYMENT OPPORTUNITY ANNUAL REPORT AND APPROVING THE 2023 EQUITY AND INCLUSION PLAN

WHEREAS, Civil Service Rule 4, Part K states that the Civil Service Commission shall submit an annual Equal Employment Opportunity report to the City Council; and

WHEREAS, the Civil Service Commission have reviewed and recommend approval of the 2022 Equal Opportunity Report, and 2023 Equity and Inclusion Plan; and

WHEREAS, beyond our efforts of recruiting diverse talent, it is a priority for the City to examine equity and inclusion; and

WHEREAS, the City is committed to ensuring that our workforce mirrors the community and offers a nurturing and supportive climate, a respect for the spectrum of human diversity, and a genuine understanding of our many differences; and

WHEREAS, City employees are expected to contribute to a culture that fosters mutual respect and dignity, which means welcoming and appreciating everyone and creating an environment where colleagues have the freedom to express themselves, without fear of harassment or intimidation; and

WHEREAS, the City has developed objectives for 2023 to further enhance inclusion, communication, recognition and strive for continuous improvement; develop awareness on ethnicity and equity; implement new tools and technology to increase the quality and quantity of our applicants; and

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City Staff, and any information provided during public meetings.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Napa, as follows:

1. The City Council hereby approves the 2022 Equal Employment Opportunity Annual Report as set forth in the staff report to which this resolution is attached along with the Utilization Analysis, attached hereto as Exhibit "A," and incorporated herein by reference.
2. The City Council hereby approves the 2023 Equity and Inclusion Plan, attached hereto as Exhibit "B," and incorporated herein by reference.

# ATTACHMENT 1

3. The City Council hereby directs the City Manager to designate the 2023 Equity and Inclusion Plan as a City Council Policy Resolution. The City Council hereby directs the City Clerk to organize and publish the 2023 Equity and Inclusion Plan as a part of the City Council Policy Resolutions.
4. This Resolution shall take effect immediately upon its adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Napa at a public meeting of said City Council held on the 7<sup>th</sup> day of November, 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: \_\_\_\_\_

Tiffany Carranza  
City Clerk

Approved as to form:

\_\_\_\_\_  
Michael W. Barrett  
City Attorney