

RESOLUTION R2020-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, AFFIRMING THAT DISCRIMINATION AND SYSTEMATIC RACISM IS A PUBLIC HEALTH CRISIS THAT RESULTS IN DISPARITIES IN FAMILY STABILITY, HEALTH AND MENTAL WELLNESS, EDUCATION, EMPLOYMENT, ECONOMIC DEVELOPMENT, PUBLIC SAFETY, CRIMINAL JUSTICE EXPERIENCE, AND HOUSING

WHEREAS, discrimination and systematic racism manifests in distinct ways across many social intersections, including race, gender identity, sexual orientation, class, disability, immigration status, and age; and

WHEREAS, the adverse impacts of discrimination and systematic racism are well documented and these impacts accelerate aging and disproportionately burden Black and other minority populations with diseases, such as heart disease and cancer; and

WHEREAS, the Napa community is not immune to these adverse impacts, and members of marginalized communities here are more likely to live below the self-sufficiency standard, experience language barriers in accessing health care, and have higher drop-out rates among other issues; and

WHEREAS, Black and other marginalized communities, including Indigenous people, women, Latinx, LGBTQ+, immigrants, and people with disabilities, are also more likely to be subjected to unjust treatment in the criminal justice system especially where training is inadequate and supervisors are not committed to equal treatment of all persons; and

WHEREAS, as public officials, it is the City Council's duty to use its legal and moral authority to protect all members of the Napa community, to foster a community free of fear, intimidation and violence — a community in which people are not targeted or hurt unnecessarily by law enforcement or vigilantes and to provide equal protection under the law; and

WHEREAS, there is a need to create additional pathways where all are comfortable and feel secure in accessing government services and assistance, making reports of misconduct and/or criminal activity; and

WHEREAS, the adverse impacts of discrimination and systematic racism on health are well-documented; and

WHEREAS, the magnitude of these issues, which affect a large number of people, threatens health over the long-term, and requires the adoption of largescale solutions, constitute a public health crisis; and

ATTACHMENT 1

WHEREAS, on August 18, 2020, the City of Napa Police Chief detailed recommendations that include updated defensive tactics training, additional cultural and ethnicity awareness training, continued and expanded community engagement programs for the Police Department, and the establishment of a Community Police Advisory Committee to review Police Department policies and procedures; and

WHEREAS, the City Manager has directed the creation of a multi-year, multi-phase training program for employees of the City to address diversity, equity and inclusion; and

WHEREAS, the City Manager will endeavor to create and strengthen partnerships with other government entities, non-profit agencies and community groups and to seek and obtain regular feedback from employees and community members to identify areas of discrimination or systematic racism that may exist within the City government; and

WHEREAS, the City of Napa will view all future policy decisions with an equity lens to ensure our marginalized communities including Black, Latinx, women, LGBTQ+, Indigenous people and other populations and potential impacts to them are considered; and

WHEREAS, the City Council is acting to affirm its commitment to serving all members of the community and helping to erase barriers to quality education, healthcare, safe housing, food security, and employment opportunities to allow for a healthy and successful life for each citizen; 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 finds that the facts set forth in the recitals to this Resolution are true and correct, and establish the factual basis for the City Council's adoption of this Resolution.
2. The City Manager is hereby directed to seek and obtain regular input from the public to identify potential areas of discrimination or systematic racism that may exist within the City government, focusing on City employment, training and development, and housing programs. The City Manager will obtain guidance on the resolution of such issues, present Council with future action recommendations, and work to strengthen and establishing partnerships with other community agencies to determine opportunities to make impactful use of City resources.

ATTACHMENT 1

3. 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 15th day of September, 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: _____
Tiffany Carranza
City Clerk

Approved as to form:

Michael W. Barrett
City Attorney